Northern Saskatchewan

Regional Training Needs Assessment Report

Summer 2002

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Northern Saskatchewan

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Produced in partnership by:

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Northlands College Regional Offices
Career and Employment Offices, Social Services
Camsell Portage
Uranium City
Fond-du-Lac
Stony Rapids
Black Lake
N
Points North Landing
Wollaston Lake
Kinoosao
Descharme Lake
La Loche
Turnor Lake
Garson Lake
Bear Creek
Michel Village
Dillon
Patuanak
Southend
Brabant Lake
St. George's Hill
Buffalo Narrows
Missinipe
Sandy Bay
Grand-mother's Bay
Pinehouse
Ile a la Crosse
Stanley Mission
Pelican Narrows
Canoe Narrows
Cole Bay
Jans Bay
Beauval
La Ronge
Air Ronge
Creighton
Deschambault Lake
Dore Lake
Sled Lake
Green Lake
Denare Beach
Weyakwin
Timber Bay
Montreal Lake
Sturgeon Landing
Cumberland House
Program Areas in Northern Saskatchewan
Athabasca Region
Northwest Region
North Central Region
Northeast Region
Buffalo Narrows
La Ronge
Creighton
Source: Saskatchewan Learning, La Ronge, Sk, June 2002.

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Executive Summary

Purpose

Regional training needs assessment is an annual process undertaken by regional colleges, Saskatchewan Learning, and Social Services' Career and Employment Division to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships.

In the northern half of the province, Northlands College, Saskatchewan Learning, Social Services, and the Northern Labour Market Committee work together to provide a partnership approach to implementing programs and strategies to meet those needs.

Process

Northlands College meets annually with community representatives, economic development agencies, industries, and funding agencies to determine local training needs and priorities, based on local labour market trends. Northlands College Board finalizes its foundation programs for the upcoming year according to the priorities of communities and funders and the activity in northern industries. In partnership with various funding agencies and industry, the bulk of programs are launched throughout the year responding to emerging community and labour market needs. Information on current and emerging northern industries is collected from many sources including Northern Labour Market Committee meetings, written material, websites, and interviews.

Growth Sectors Identified

Northern industries and businesses do not operate in isolation – provincial, national and international policies and events can hinder or boost our northern industries. In the last few years, our resource-based industries have been negatively affected by low gold and uranium prices, high lumber tariffs, competition from lower quality wild rice, and sanctions on trapping. On the positive side, the provincial government implemented incentives for mining and mineral exploration and is facilitating forestry initiatives and assisting commercial fishing.

- **In mining,** the closing of Cluff Lake and downsizing of equipment operators at McClean Lake will be offset by recommencement of mining at Rabbit Lake and, possibly, gearing up for construction of Cigar Lake. Employment in the mineral sector, therefore, is expected to remain lower but stable for the next few years. Northern mines have an aging trades workforce and are facing a large turnover in the next 10-15 years as baby boomers retire. New high-grade underground mining machines and computerized process control require fewer workers but workers with higher-skill levels than the previous open-pit mines. New mines are utilizing existing mills at other mine sites, requiring more trained truck drivers to transport the ore to mills. The mines operate under a "northern preference" strategy, which has created training and employment opportunities in the mineral industry for local residents. Mines provide employment for over 1,100 northerners, wages in excess of $24 M to northern workers and $85 M to northern companies and joint ventures.

- **Oil sands** industry around Fort McMurray is expected to continue to expand as North Americans look to secure reliable sources of oil. On-going expansion will require skilled construction and operational workers for many years to come. Suncor, which has just started up Project Millennium, is planning its next production expansion by 2010 and Shell, which will startup Muskeg River mine in 2002, is already looking to triple production within the next decade. As well, over 2 dozen firms have development proposals ready in an area extending from Fort McMurray to Lloydminster. The Fort McMurray area has a surplus of labourers in the oil sands and construction sectors and a shortfall of skilled workers in the service sector, the construction trades, and oil sands. In the future, the major oil companies may require all new employees to have graduated from entry level mine or process operator training programs. The enormity of the oil sands expansion has created capacity problems in housing and in training spaces.

- **Forestry** opportunities as a result of the province's new forestry strategy are developing steadily although more slowly than initially planned, enabling the Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) to keep abreast of the training demand. About 850 positions are projected to be created by 2004. The industry continues to identify the need for workers with trades, process operations, supervisory, and technical training. Future opportunities are projected in the production of value-added products like millwork, flooring and furniture. Fire suppression training is also in demand, pushed by increased education and skill levels required in today's more technically advanced suppression methods and by looming retirements of aging firefighters. Many people work at a combination of resource harvesting, forestry, fire fighting, and mineral exploration jobs throughout the year. Potential exists to formalize this seasonal work into a career option and assist those who love the work to develop their seasonal activities and skills into a career with year round income.

- **Skilled construction and trades** workers are in demand across the country. The demand in the north is expected to increase over the next few years as a result of government programs and economic growth, including: the 3-year provincial housing program, water and sewer projects, construction of forestry sawmills, and an anticipated decision to proceed with Cigar Lake mine. The most frequently cited trade labour shortages are carpenters, plumbers, electricians, framers, bricklayers and drywallers. The labour shortage of skilled workers is being addressed through such initiatives as connecting Aboriginal people to trades careers, innovative delivery methods, improving the image of trades occupations through a marketing campaign, and forging strong links with schools to encourage young people to enter the trades. A Northern Apprenticeship Committee is working to increase the employment and training opportunities for trades persons in the northern region.

- Growth in **public administration and service** industries in the north is fueled by an expanding population, First Nations gaining governance of programs, certification requirements and national trends. The northern region will likely continue to face shortages of health care workers because of competition with larger centres that can offer more amenities and because of a growing demand from our growing population. The challenge for agencies is to ensure that local people are trained for these jobs, since local people tend to remain in the north. Northern health facilities employ about 1,000 people. Over 800 teachers are employed in north schools. Because of the trend for teachers to increasingly relocate to urban centres, the northern region will continue to need replacement teachers as well as specialized teachers, who are in short supply across the

province. Provincial legislation and regulations are driving the need for training and certification for emergency medical technicians, daycare workers, and water/waste water management operators. Tourism operations provide seasonal employment for over 900 people each year. Aboriginal cultural experiences and outdoor adventures offer potential for northern tourism operators. The proposed expansion of the forestry industry could create employment opportunities for local truck drivers and business opportunities for entrepreneurs in equipment maintenance.

Demographic Issues Identified

The population in the northern region is young and growing, in contrast to other parts of the province. Aboriginal people form the majority of the population and one-third live in reserve communities.

Geographic isolation and few economic opportunities in the region have contributed to barriers of poverty, unemployment, and low educational attainment. Many northern families manage on low incomes or incomes below the poverty line. Almost one-third of adults have less than a grade 9 education, thereby lacking the minimum education to gain employment. In addition, many northern communities lack the infrastructure to create jobs for their citizens. As a result, 45% of adults have dropped out of the labour force.

Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, northern schools have higher drop-out rates. A much higher percentage of girls in the north become teen mothers. And fewer youth age 15 to 24 are attending school than the provincial and national averages.

Northern lifestyles are slowly improving as residents increase their education levels and as the northern economy continues to create opportunities for employment. The northern region, with its largest demographic group under age 20, has a distinct advantage in a province where the largest demographic age group is aging and heading for retirement.

Training Needs identified

Stakeholders across the north continue to meet the challenge of providing education and training in the northern region for northerners. Due to unique agreements and partnerships in the north, and commitment from staff, Northlands College is again approaching a banner year of delivering education and training programs across the north. Education and training needs identified during consultations with communities (table 1) is beyond Northlands Colleges funding capacity, so the key is to maximize opportunities with other northern stakeholders.

Basic Education continues to be a primary request and the foundation for further training or entry into the labour market. Northlands College will mount core programs in Adult 12, Developmental Studies Phase I, II and III (adult 8-10) in Buffalo Narrows, La Ronge, and Creighton. In partnership with other funding agencies and industry, Northlands College will deliver Basic Education Programs in as many other northern communities as possible. During 2001-2002, Basic Education programming occurred in 20 northern communities and at Key Lake and McArthur River mines, in partnership with Cameco.

To meet existing challenges of recruitment and retention of teachers and expand access beyond the

core BE Adult 12 programs, in partnership with the Distance Education Learning and Technology Association, Northlands College will explore the development and delivery of online 30 level math and sciences targeting a complete Adult 12 online. Technology Enhanced Learning will provide opportunities in Basic Education, GED, University and in credit and non-credit technical training.

In addition to Basic Education, programming will occur to meet skill training needs in the areas of forestry, health, mining, apprenticeship, traditional economies tourism, small business development, and university. In the area of skill programming there are community, regional and northern wide training needs identified by communities, agencies and industries in the north.

Growth Sectors	Training and Employment Priorities 2001-2002
Mineral Sector	The Mineral Sector Steering Committee will continue to **determine programs under the Multi-Party Training Plan II** for the mining sector and work with Northlands and other institutions for program delivery. Development of MPTPIII and the evaluation of MPTPII will give direction for future training in the mineral sector. For the2002-2003, 12 programs have been identified to date for the final year of MPTPII.
Oil Sands Sector (Alberta)	Northlands College will work with the **Oil Sands Sub-committee** to determine training needed for residents to access employment at the Alberta oil sands.
Forestry Sector	The **Forestry Sector Memorandum of Understanding** was formally signed in June 2001. The agreement establishes the basis for **partnerships to deliver forestry training** and will allocate $859,000 to training projects across the forestry belt. Northlands College will partner with industry to deliver training in the North.
Construction Sector	**Northern Apprenticeship Committee (NAC)** continues to work to promote trades careers in northern Saskatchewan. Given the demand for trades, NAC needs to acquire sustainable funding in order to work effectively to maximize emerging opportunities in the north for northern apprentices. The Apprenticeship Commission has received funding targeting increasing **Aboriginal Apprenticeship positions. The Exploring Trades and Technology** curriculum provides the potential for northern high schools to link students into the apprenticeship system. Northlands College accessed some funding for apprenticeship projects in the north and will continue to work in collaboration with other participants to maximize opportunities for Aboriginal apprentices.
Commercial Service Sector	Business Plan Development, computer technician, office education, business administration (via SCN) are planned to address increased demands in the service sector.
Health and Education Sector	The NLMC Health Sector Training Sub-committee has made some progress in developing a Northern Health Strategy. The key to defining the strategy is leadership from the participating Health districts. The Health districts defined their needs for programming at the program planning meetings. Northlands College is delivering its fourth Practical Nursing Program in La Ronge and a program in La Loche. Given the shortage of nurses recruiting instructors continues to be the major hurdle in delivering training.. Northlands College will work in partnership to deliver training for **Water and Waste Water Operators** to prepare for the ABC Level One Certification exams to meet legislative requirements by 2005
Career Planning	Social Services will continue to deliver **career and employment services** from 3 regional centres in the north. Career services will be improved for smaller northern communities and for target groups through partnerships with Northlands College program centres, Gary Tinker Federation for the Disabled, Keewatin Career Development Corp. (KCDC), and the Headwaters project managed by KCDC.

1. Training Needs Assessment Process

Purpose:
Regional training needs assessment is an annual process undertaken by regional colleges, Saskatchewan Learning, and Social Services' Career and Employment Services Division across the province to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships.

Provincially-funded training programs and career and employment services in the northern half of the province are planned and delivered by Northlands College, Saskatchewan Learning, and Social Services. The Northern Labour Market Committee, a partnership of industry, governments, economic development, training and community agencies, provides a forum to discuss emerging local labour trends and training requirements. Together, these agencies provide a partnership approach to implementing programs and strategies to meet those needs.

Process
Information for the labour market and demographic sections of this report were obtained from Statistics Canada Census, Saskatchewan Health's Covered Population statistics, Northern Labour Market Committee meetings, *Opportunity North*, interviews and written material from websites and newspapers.

Northlands College leads the process to develop the training section of this report through the following steps.

- Regional program planning meetings are held in February and March for communities to present their training requests, discuss the budget allocated to their region, share local labour market information, and propose solutions. Participants include Northlands College, Saskatchewan Learning, Social Services, community and First Nations leadership, economic development agencies and Community and Regional Economic Development Organizations (CREDOs), Metis and First Nations training and funding agencies, health districts, and industry.

- The College meets semi-annually with all northern training-related funding agencies to determine their priorities for funding and their financial commitments.

- The College also meets with committees or forums that represent target groups or industries in the region. These include the Northern Labour Market Committee (NLMC) and its task-oriented subcommittees. Its subcommittees include regional training councils, industry subcommittees, and service subcommittees. The NLMC is the main forum in the north for government agencies, Aboriginal agencies, training agencies, and industries to address issues pertaining to employment and training. The goals and membership of the committee are included in the Appendices.

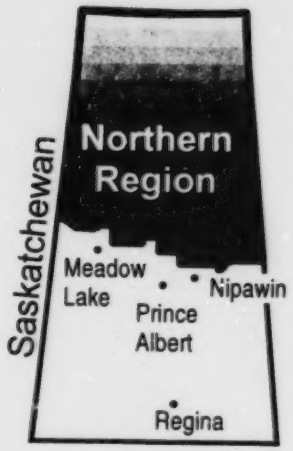
- Based on the communities' top priorities and the commitments of the funders, the Northlands College Board finalizes the priority list and develops the calendar for the upcoming year.

2 Population Trends and Challenges

- The Region

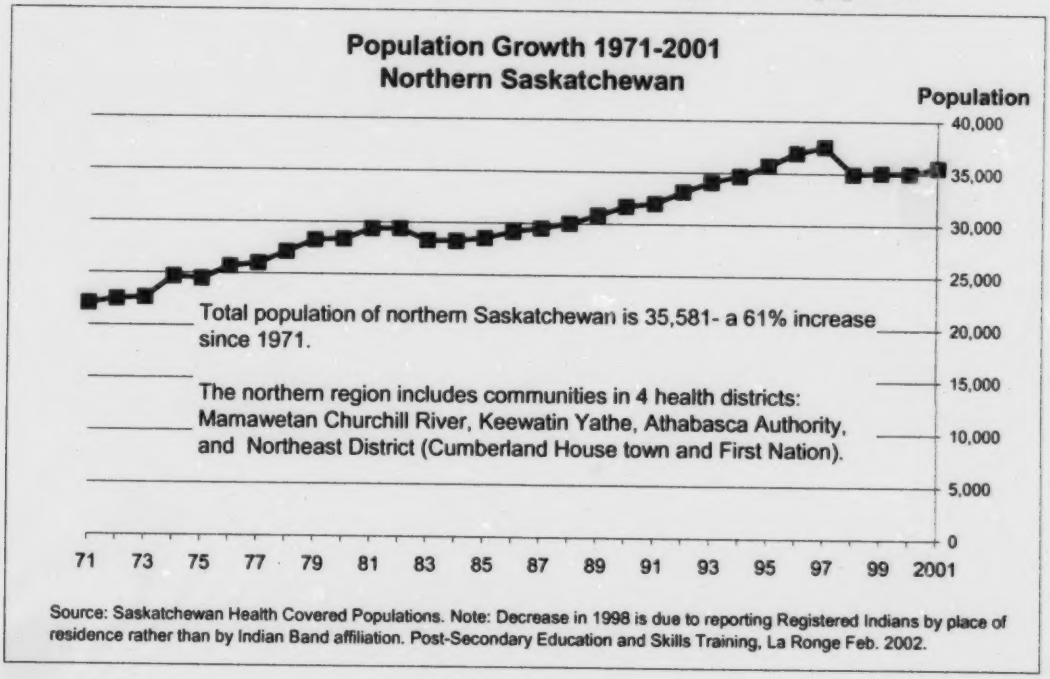
◊ The Northlands College region encompasses the northern half of Saskatchewan, approximately 300,000 square kilometres of forested land and lakes.

◊ Communities fall under the authority of 4 health districts: Mamawetan Churchill River, Keewatin Yathe, Athabasca, and Northeast (Cumberland House). This region falls within the boundary of the Northern Administration District as defined by the provincial department of Government Relations and Aboriginal Affairs, the same boundary used by the federal government for Saskatchewan Census District #18.



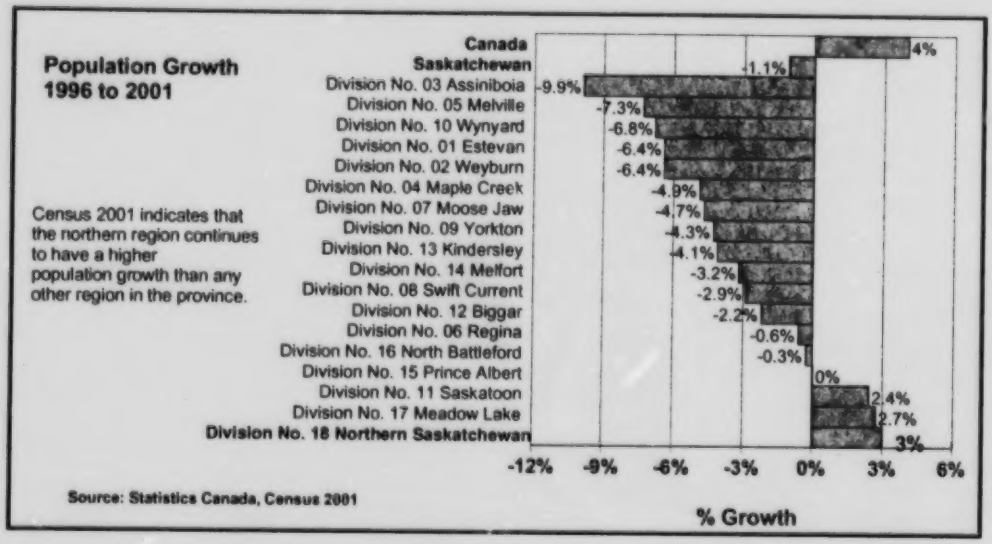
- The population

◊ According to Saskatchewan Health statistics for June 2001, 35,581 people reside in the northern half of Saskatchewan, representing 3% of the province's population.

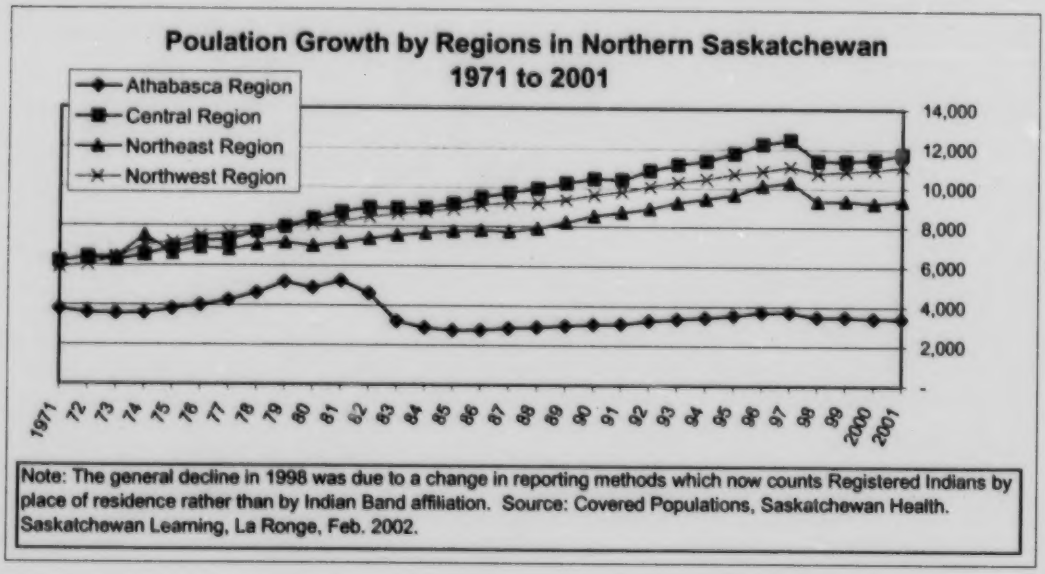

Population Growth 1971-2001
Northern Saskatchewan
Population
40,000
35,000
30,000
25,000
20,000
15,000
10,000
5,000
0
Total population of northern Saskatchewan is 35,581- a 61% increase since 1971.
The northern region includes communities in 4 health districts: Mamawetan Churchill River, Keewatin Yathe, Athabasca Authority, and Northeast District (Cumberland House town and First Nation).
71 73 75 77 79 81 83 85 87 89 91 93 95 97 99 2001

Source: Saskatchewan Health Covered Populations. Note: Decrease in 1998 is due to reporting Registered Indians by place of residence rather than by Indian Band affiliation. Post-Secondary Education and Skills Training, La Ronge Feb. 2002.

◊ According to Census 2001, the provincial population has declined by 1.1% since 1996. Only the north, Saskatoon, and Meadow Lake areas experienced population increases.


Population Growth
1996 to 2001
Census 2001 indicates that the northern region continues to have a higher population growth than any other region in the province.
Canada 4%
Saskatchewan -1.1%
Division No. 03 Assiniboia -9.9%
Division No. 05 Melville -7.3%
Division No. 10 Wynyard -6.8%
Division No. 01 Estevan -6.4%
Division No. 02 Weyburn -6.4%
Division No. 04 Maple Creek -4.9%
Division No. 07 Moose Jaw -4.7%
Division No. 09 Yorkton -4.3%
Division No. 13 Kindersley -4.1%
Division No. 14 Melfort -3.2%
Division No. 08 Swift Current -2.9%
Division No. 12 Biggar -2.2%
Division No. 06 Regina -0.6%
Division No. 16 North Battleford -0.3%
Division No. 15 Prince Albert 0%
Division No. 11 Saskatoon 2.4%
Division No. 17 Meadow Lake 2.7%
Division No. 18 Northern Saskatchewan 3%
-12% -9% -6% -3% 0% 3% 6%
% Growth
Source: Statistics Canada, Census 2001

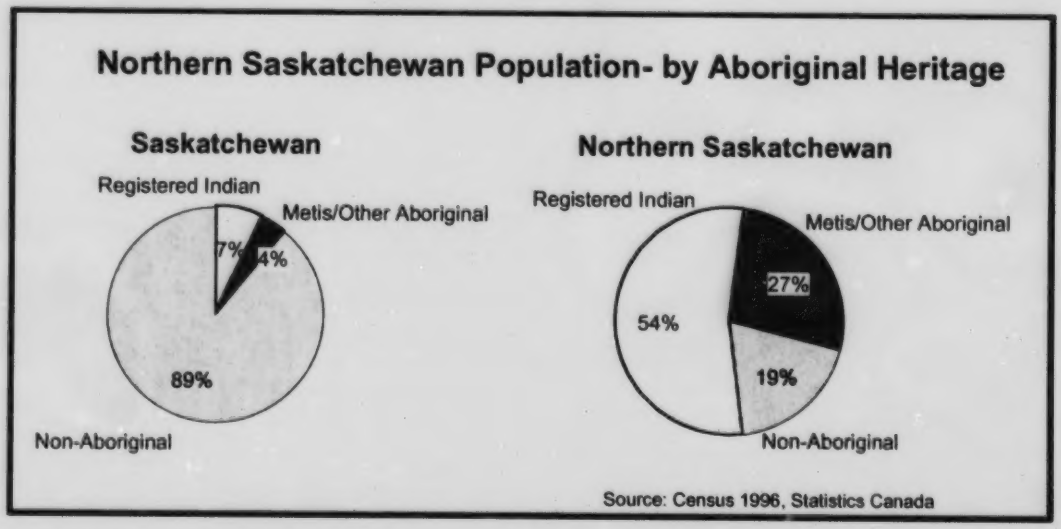
◊ The chart below shows the population changes in the northern region broken into the four program areas of Northlands College. The central region has seen the highest population growth. The Athabasca area in the far north has steadily increased since the decline in the early 1980s caused by the cessation of mining at Uranium City. The population in the northeast area also has been affected by downsizing at the Flin Flon mine in recent years.


Poulation Growth by Regions in Northern Saskatchewan
1971 to 2001
Athabasca Region
Central Region
Northeast Region
Northwest Region
14,000
12,000
10,000
8,000
6,000
4,000
2,000
-
1971 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 2000 2001
Note: The general decline in 1998 was due to a change in reporting methods which now counts Registered Indians by place of residence rather than by Indian Band affiliation. Source: Covered Populations, Saskatchewan Health. Saskatchewan Learning, La Ronge, Feb. 2002.

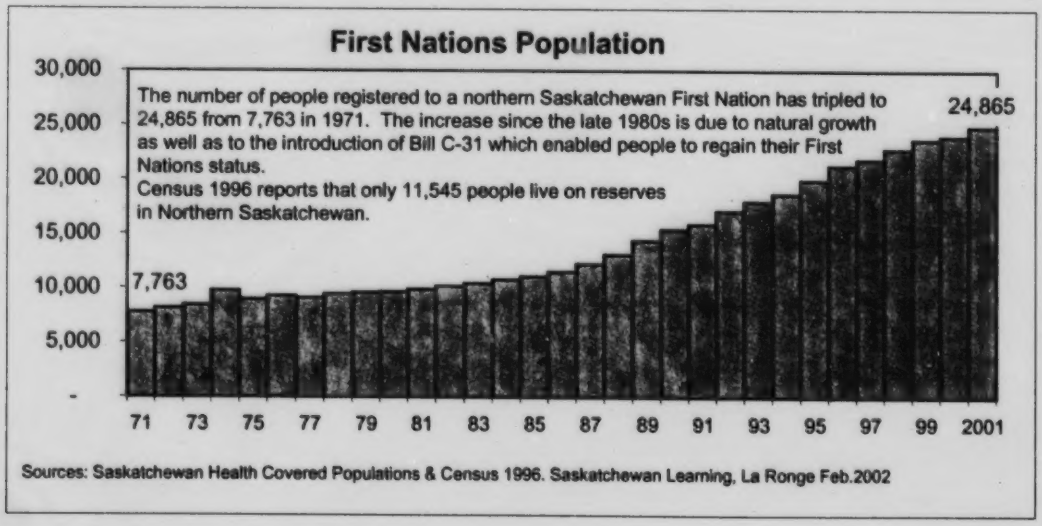
◊ About two-thirds of the population live in 35 small, municipal communities and one-third reside in reserve communities belonging to 12 First Nations.

◊ The majority of people in the region are of Cree, Dene, or Metis heritage. Aboriginal people form 81% of the population in northern Saskatchewan compared to 11% provincially and 3% nationally (Census 1996).

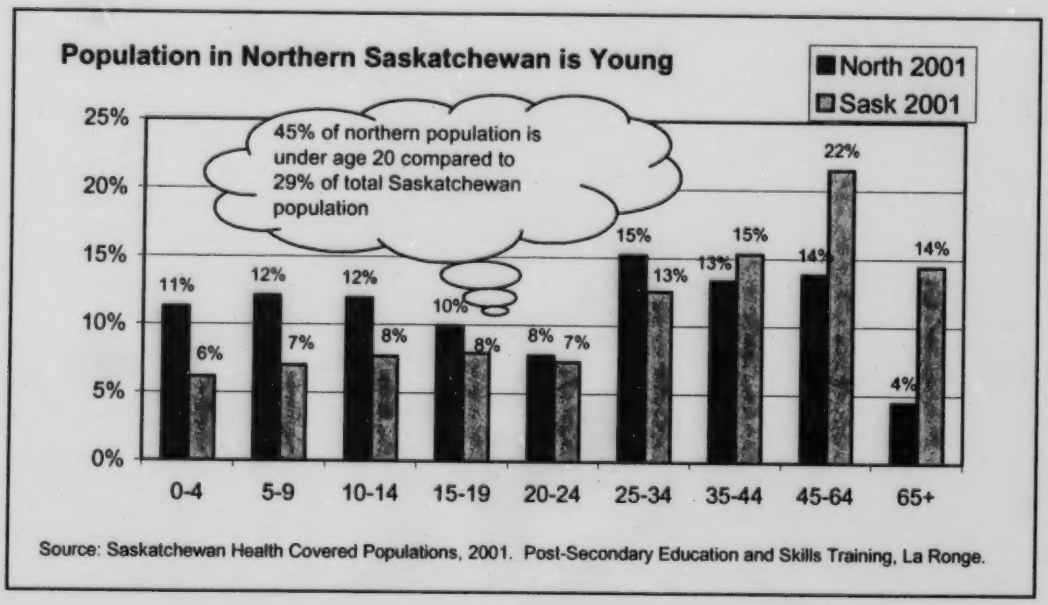
◊ Of the Aboriginal population, Registered Indians make up the largest group of people in the northern region, forming 54% of the total population (Census 1996).



◊ The number of people registered to a northern First Nation has grown significantly, tripling in number to 24,865 over the past 30 years, as shown in the chart below. The major increase occurred in the late 1980s with the introduction of Bill C-31, which enabled people to regain their First Nations status.


First Nations Population
30,000
25,000
20,000
15,000
10,000
5,000
-
The number of people registered to a northern Saskatchewan First Nation has tripled to 24,865 from 7,763 in 1971. The increase since the late 1980s is due to natural growth as well as to the introduction of Bill C-31 which enabled people to regain their First Nations status.
Census 1996 reports that only 11,545 people live on reserves in Northern Saskatchewan.
24,865
7,763
71 73 75 77 79 81 83 85 87 89 91 93 95 97 99 2001
Sources: Saskatchewan Health Covered Populations & Census 1996. Saskatchewan Learning, La Ronge Feb.2002

◊ In contrast to the province as a whole, the northern population is young: 45% are under age 20 compared to 29% provincially. As well, only 18% are over age 44 compared to 36% provincially, as shown in the chart below.



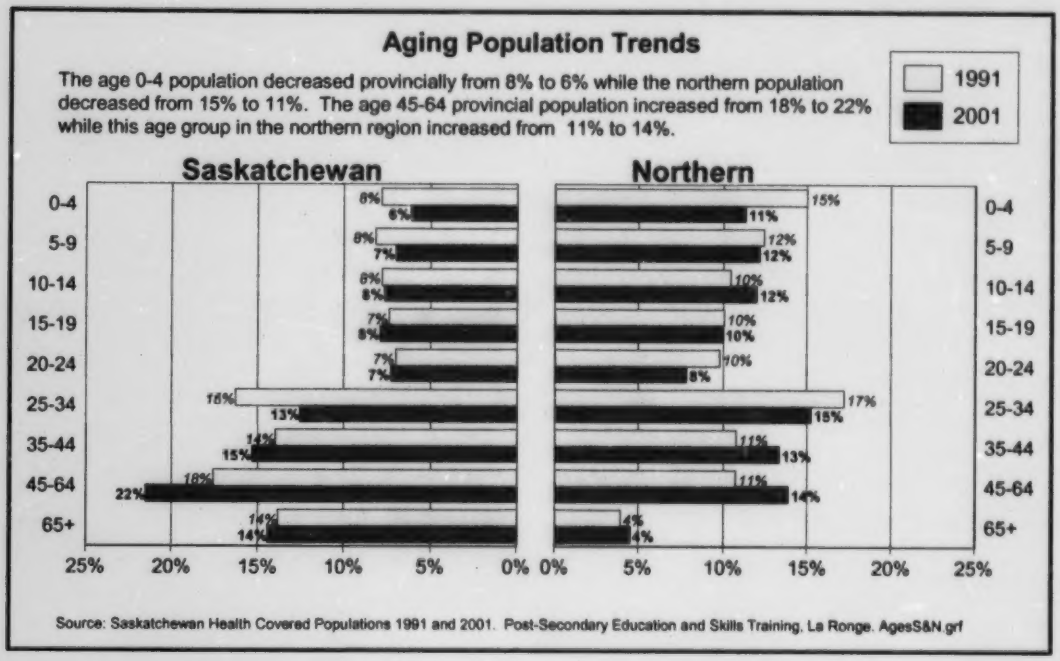
Source: Saskatchewan Health Covered Populations, 2001. Post-Secondary Education and Skills Training, La Ronge.

	1991				2001			
Age Group	North		Saskatchewan		North		Saskatchewan	
0-4	4,790	15%	79,392	8%	4,018	11%	63,248	6%
5-9	3,955	12%	82,761	8%	4,313	12%	71,845	7%
10-14	3,330	10%	79,158	8%	4,253	12%	78,937	8%
15-19	3,207	10%	74,980	7%	3,535	10%	81,355	8%
Under 20	15,282	47%	316,291	31%	16,119	45%	295,385	29%
20-24	3,118	10%	70,954	7%	2,780	8%	75,035	7%
25-34	5,495	17%	164,460	16%	5,414	15%	128,689	13%
35-44	3,432	11%	141,255	14%	4,747	13%	157,072	15%
45-64	3,423	11%	177,771	18%	4,928	14%	220,575	22%
65+	1,244	4%	139,795	14%	1,593	4%	148,032	14%
Total	31,994	100%	1,010,526	100%	35,581	100%	1,024,788	100%

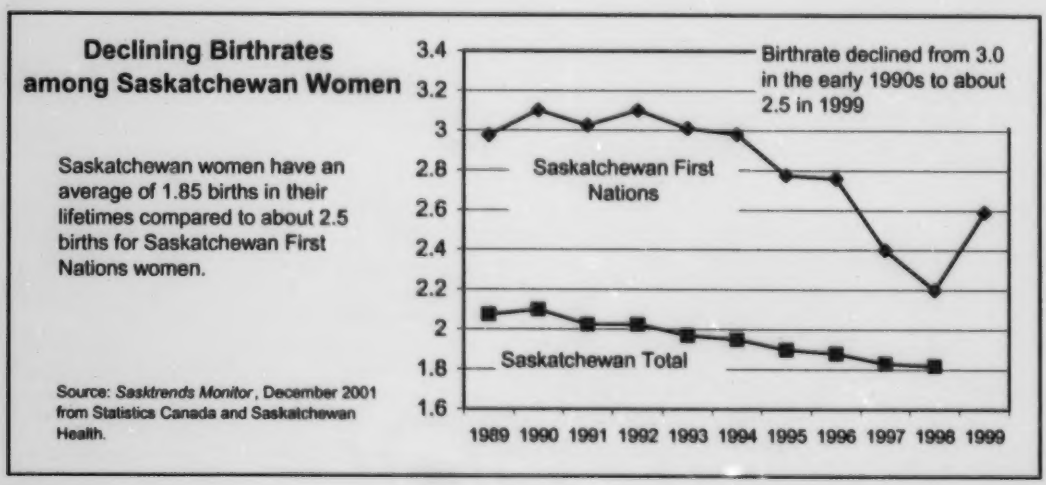
◊ Similar to the provincial population trend, the northern population is also aging although the population in northern Saskatchewan is still much younger than the provincial population as a whole. The chart below depicts that:

- The proportion of people under age 5 in the province decreased from 8% to 6% in the last decade while in the northern region the proportion of population under age 5 decreased from 15% to 11%.

– The proportion of the provincial population age 45 to 64 increased from 18% to 22% while the northern population age 45-64 increased from 11% to 14%. (Note: statistics could be affected by the change in reporting methods in 1998.)


Aging Population Trends
The age 0-4 population decreased provincially from 8% to 6% while the northern population decreased from 15% to 11%. The age 45-64 provincial population increased from 18% to 22% while this age group in the northern region increased from 11% to 14%.
1991
2001
Saskatchewan
Northern
0-4
5-9
10-14
15-19
20-24
25-34
35-44
45-64
65+
25% 20% 15% 10% 5% 0%
0% 5% 10% 15% 20% 25%
Source: Saskatchewan Health Covered Populations 1991 and 2001. Post-Secondary Education and Skills Training, La Ronge. AgesS&N.grf

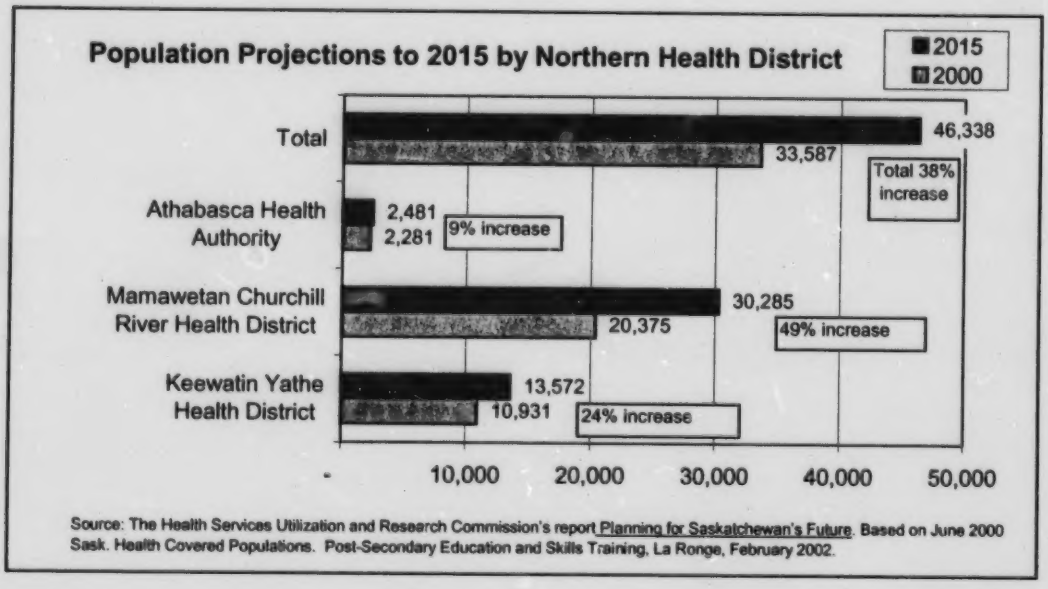
◊ The birthrate among northern and First Nations women is declining. The *Sasktrends Monitor* reports that even though birth rates are higher among Registered Indian women than the provincial average, birth rates tend to fall as economic conditions improve.


Declining Birthrates among Saskatchewan Women
Saskatchewan women have an average of 1.85 births in their lifetimes compared to about 2.5 births for Saskatchewan First Nations women.
Source: *Sasktrends Monitor*, December 2001 from Statistics Canada and Saskatchewan Health.
Birthrate declined from 3.0 in the early 1990s to about 2.5 in 1999
Saskatchewan First Nations
Saskatchewan Total
3.4
3.2
3
2.8
2.6
2.4
2.2
2
1.8
1.6
1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999

◊ In summary, the important points about the population in the northern region of Saskatchewan are that the population is small, young, growing, primarily of Aboriginal ancestry, living in small communities in a vast area.

- Challenges

◊ In the next 15 years, the northern region population is projected to grow by 38% compared to 1% growth for Saskatchewan as a whole. The Health Services Utilization and Research Commission's report *Planning for Saskatchewan's Future* forecasts that the Mamawetan Health District covering the north central and northeast areas will have the highest growth in the province at 49%. The Keewatin Yathe Health District covering the northwest area will have the second highest population increase at 24% and the Athabasca Health Authority in the far north will grow by 9%, as depicted in the following chart.



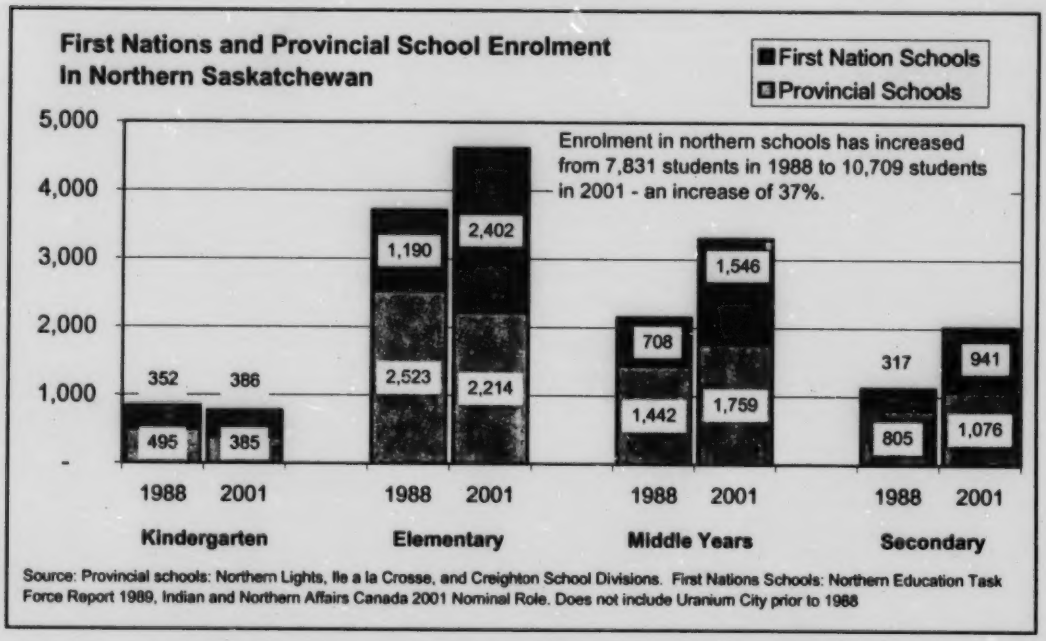
Source: The Health Services Utilization and Research Commission's report Planning for Saskatchewan's Future. Based on June 2000 Sask. Health Covered Populations. Post-Secondary Education and Skills Training, La Ronge, February 2002.

◊ The age demographics within the population will also change in the next 15 years.

- The *Planning for Saskatchewan's Future* report forecasts that seniors (age 65 and older) will increase from 4% to 6% of the northern population by 2015. This 2% increase in proportion of the population will translate into an 80% increase in the actual number of seniors in the north, from 1,500 to 2,700.

- The number of children in the north will continue to increase over the next 15 years. Currently, one-quarter of the northern population is under age 10. In 15 years, these children will be of childbearing age. With this increase in the number of women in the childbearing age groups, the actual number of births in the north should increase, even though the northern birthrate is declining.

◊ The growing, young population places pressures on northern school systems' facilities and resources. Enrolment in northern schools has increased from 7,831 students in 1988 to 10,709 in 2001, an increase of 37%. Five provincial schools with 744 students have been transferred to First Nations since 1991. As a result, enrolment in northern provincial schools has increased by only 3% since 1988, while First Nations school enrolment has increased by 105%. Although Kindergarten enrolment has declined slightly, the number of students at the high school level has almost doubled, as shown in the chart below.

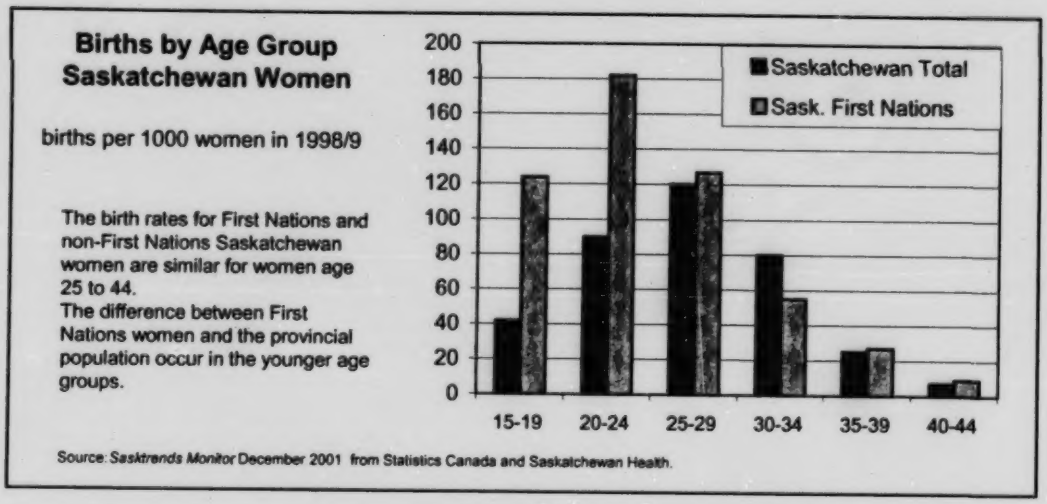


Source: Provincial schools: Northern Lights, Ile a la Crosse, and Creighton School Divisions. First Nations Schools: Northern Education Task Force Report 1989, Indian and Northern Affairs Canada 2001 Nominal Role. Does not include Uranium City prior to 1988

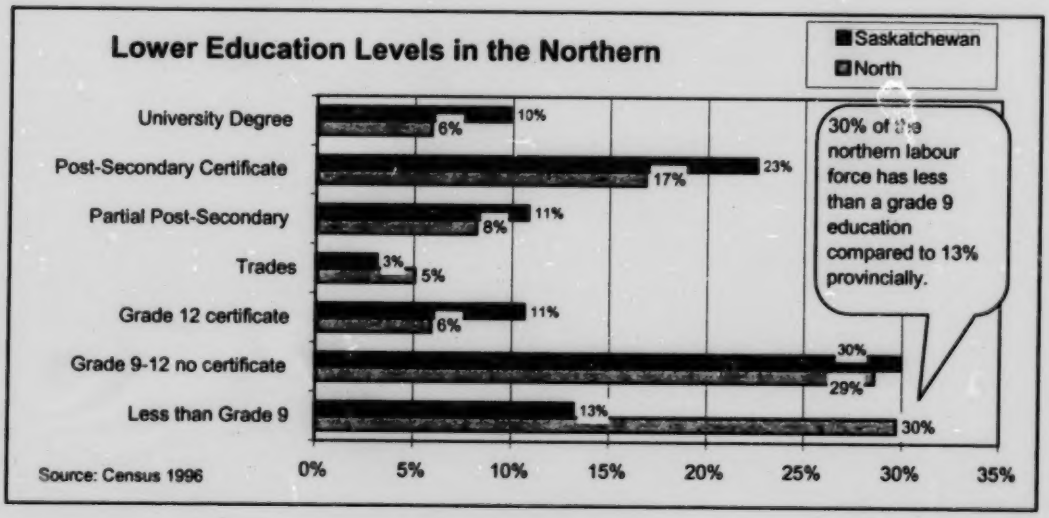
◊ Census statistics depict many northern families managing on low incomes or incomes below the poverty line. The incidence of low income for private households is 34% compared to 18% provincially.

◊ Families are more often headed by a single parent than elsewhere in the province and families are larger. 24% of northern families are headed by a single parent compared to 13% provincially. Only 48% of lone-parents participate in the labour force compared to 65% provincially.

◊ Teen pregnancies account for 25% of births in the north compared to 10% for the province. Ninety percent of teen mothers are single. In northern Saskatchewan, births in girls age 10 to 14 is 5.8 times the provincial rate, and for 15 to 19-year-old girls is 4 times the provincial rate (Mamawetan Churchill River Health District, Saskatchewan Health). The chart below shows the similarities in birthrates between Saskatchewan First Nations women and the general population in all age groups except those aged 15 to 24.

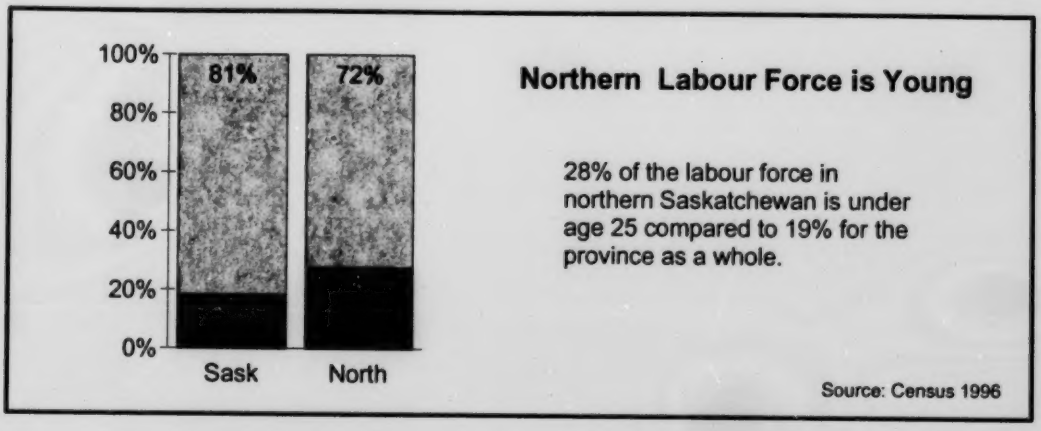


◊ 30% of northern adults have less than a grade 9 education compared to 13% provincially, thereby lacking the minimum education to gain employment.



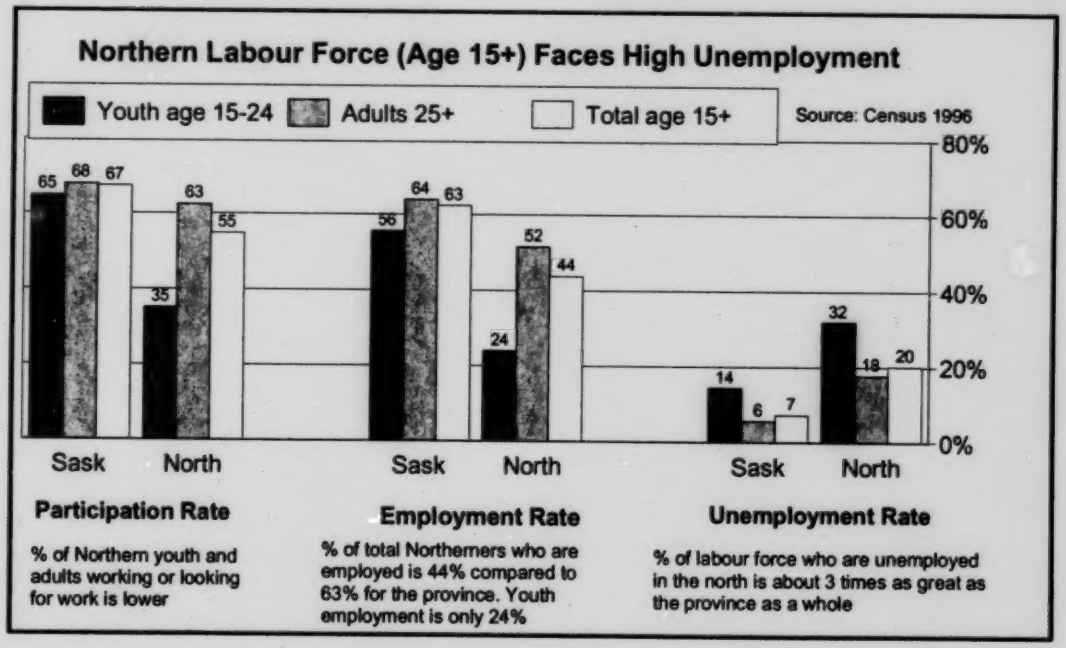
◊ Many northern communities lack the infrastructure to create jobs for their citizens. As a result, 45% of adults (age 15+) have dropped out of the labour force and the remaining 55% who are working or looking for work face unemployment rates 3 times the provincial average.

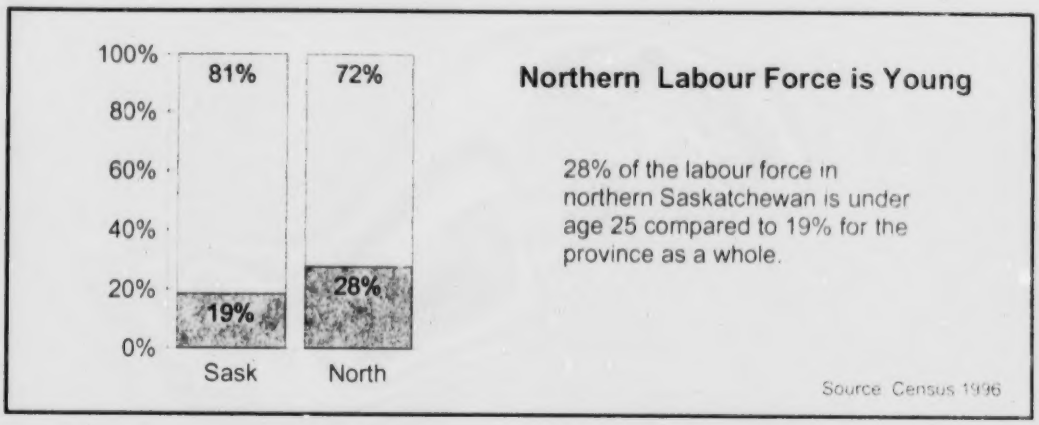
◊ The northern labour force is young with 28% under age 25 compared to 19% provincially, as shown in the following chart.



◊ The northern region faces higher unemployment and lower participation in the labour force compared to provincial rates, as depicted in the following graph.

- Only 55% of people in the northern region participate in the workforce compared to 67% provincially, and they face 20% unemployment compared to 7% provincially.
- In the northern youth workforce age 15 to 24, only 35% participate in the labour force: two-thirds have dropped out of the labour force or have never entered the labour force.
- The one-third of northern youth who are participating in the labour force face 32% unemployment compared to a Saskatchewan youth unemployment rate of 14%.





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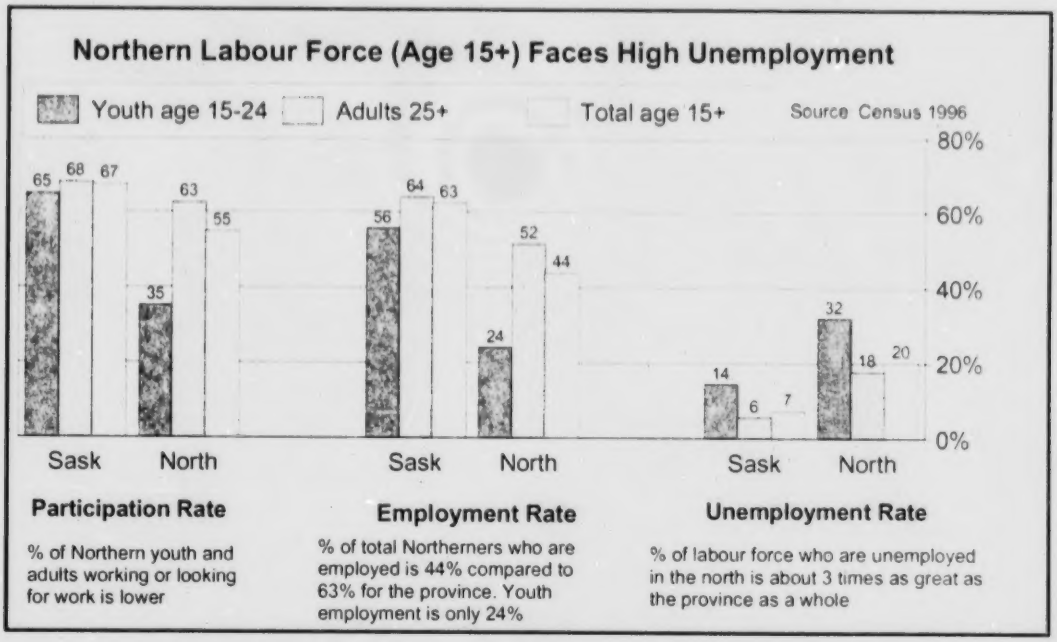


◊ The majority of employment for both males and females is part-time/seasonal work where they earn significantly less than the average provincial incomes.

◊ It is estimated that about one-third of all adults and children in the region receive social assistance. 5,683 people were receiving social assistance from the province in December 2001 of whom 45% were children under age 14 (Labour Market Information Services, Human Resources Development Canada, January 2002). It is estimated that First Nations' social assistance programs are supporting a similar number of people who live on reserves.

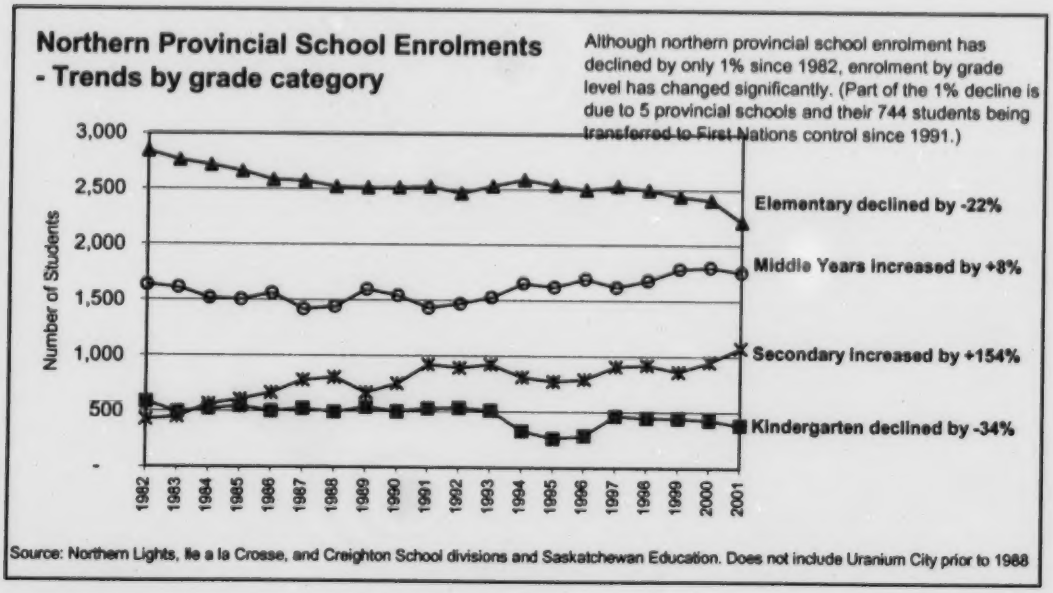
◊ Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, northern schools have higher drop-out rates. A much higher percentage of girls in the north become teen mothers. And fewer youth age 15 to 24 are attending school than the provincial and national averages (Census 1996).

◊ In summary, a growing population, geographic isolation, and few economic opportunities in the region have contributed to barriers of poverty, unemployment, and low educational attainment.

- Positive Trends

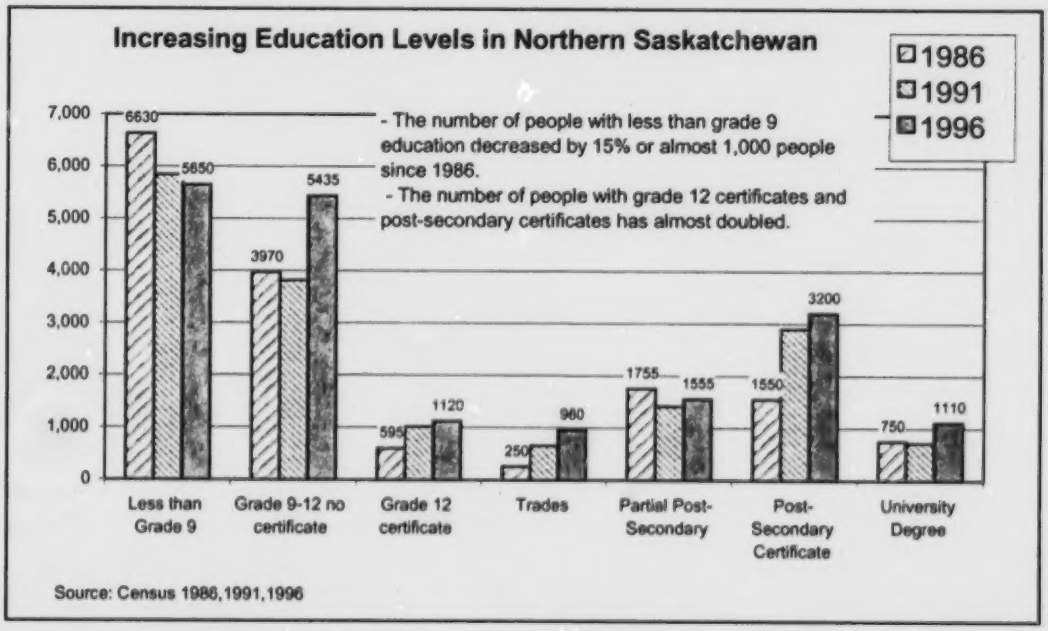
◊ The number of people receiving provincial social assistance has declined from 6,773 in December 1998 to 5,683 in December 2001, a decline of 16% (Labour Market Information Services, Human Resources Development Canada).

◊ More schools are offering complete high school programs and young people are staying in school longer. The chart below shows that, while total enrolment in provincial schools has not grown, enrolment in secondary grades has increased by 154% since 1982.



◊ The education gap between northern adults and provincial averages is shrinking slowly as more northern adults achieve post-secondary certification in trades, college, and university programs, as depicted by the following graph.

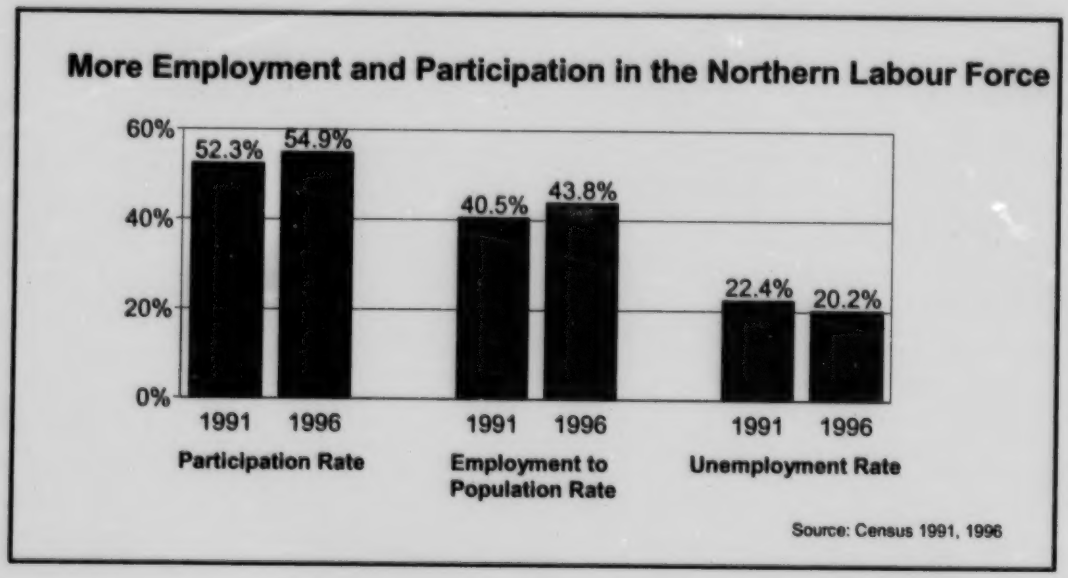
- The number of northerners who have less than a grade 9 education has decreased by 15%, indicating that more people are staying in school longer or returning to class by enrolling in adult basic education courses.
- The number who have achieved a grade 12 certificate almost doubled in 10 years.
- The number with Trades certificates/journey status has tripled.
- The number of northerners with a university degree has increased by 48%.
- The number holding a post-secondary certificate has doubled while the number with only partial post-secondary education has declined by 11%, indicating that more people are continuing their post-secondary education until certification/degree.



◊ The northern economy is growing along with the growing labour force and industries have been able to absorb new entrants into employment. In a 5-year period between 1991 and 1996, the working-age population (age 15 and older) grew by 16% to 19,035. In contrast, the number of people participating in the labour force (working or looking for work) increased by 22% to 10,445. (Census 1991,1996)

◊ All industries in the north during this same 5-year period experienced employment growth except public administration.

◊ Increasingly, northerners are getting the jobs in their region. The graph below comparing Census 1991 and 1996 shows an increase in participation rates in the labour force of 2.7%, an increase in employment rates of 3.3%, and a decrease in the unemployment rate of 2.2%.



◊ In summary, northern lifestyles are slowly improving as residents increase their education levels and as the northern economy continues to create opportunities for employment. The northern region, with its largest demographic group under age 20, has a distinct advantage in a province where the largest demographic age group is aging and heading for retirement.

- Important points and challenges in summary

Census 1996	Provincial/Northern Statistics	Important Points and Challenges
Land mass	The northern region encompasses 252,400 square kilometres of land or 44% of the province's landmass. There is 1 person per 10 square km compared to 30 people per 10 square km of land in the rest of the province.	• Isolated and small communities. • Higher costs of education and training program delivery due to distance and lack of facilities and services
Population	54% of residents in the north are under the age of 25 compared to 37% provincially	Large number of youth entrants into the labour market
Aboriginal Population	81% of the people in the north are members of First Nations, or are Non-status and Metis people compared to 11% provincially.	• Large number of Aboriginal youth entrants into the labour market • Fragmentation and duplication of services as a result of various agencies serving their specific client populations
Growth	The population in the northern region increased by 3% compared to provincial decline of 1.1% between Census 1996 and 2001.	• Future increased demand on education and training programs and services • Need for economy to grow to absorb new workers into the labour market
K-12 Education	• Over 80% of students are of Aboriginal ancestry in the north. • Increasing number of elementary students moving to First Nations schools • More students are staying in school longer and achieving Grade 12 diplomas.	• Declining enrolments in provincial schools and growth in First Nations schools • Increased demand for schools to offer full high school curriculum. • Future demand on post-secondary training programs and services
Post-Secondary Education	• 30% of the regional population has less than a grade 9 education compared to 13% provincially • Only 45% of youth are attending school compared to 58% provincially and 65% nationally	• People with low educational levels lack the skills to qualify for jobs. • The education gap is slowly narrowing as more people access adult education and training programs • There is a continued need for adult upgrading and literacy programs
Employment	• 55% of people age 15 to 64 participate in the labour force compared to 67% provincially. • 20% of the northern labour force is unemployed compared to 7% of the provincial labour force • 65% of youth have dropped out of the labour force compared to 35% provincially. • Most work is part time and seasonal.	• Northern industries have created new jobs to absorb the new labour force entrants and have slightly closed the employment gap since 1991. • Programs are needed to promote economic development and assist small businesses in order to increase job opportunities.
Income	• 32% of northern families have low incomes compared to 14% of the whole province's families • 52% of northern families had incomes under $30,000 compared to 43% for Saskatchewan. • 25% of incomes are from government assistance programs compared to 16% of incomes provincially.	Children living in poverty are at risk of continuing the cycle of low educational attainment and poverty
Socio-economic Conditions	• Single parents in the north make up 25% of all families compared to 13% provincially. • Teen pregnancies account for 25% of births in the north compared to 10% provincially. • It is estimated that 30% of people in the north receive social assistance, half of whom are children.	Many women in the north and young women in particular do not participate in the labour force.

3 Industry and Training Trends

3.1 Mineral Sector – Mining

- Leaders in international markets

  ◊ Saskatchewan is the world's leading producer of uranium, with northern mines accounting for 100% of Canada's uranium production of about 12,600 tonnes and 30% of world production of 41,000 tonnes.

  ◊ Saskatchewan has two of the largest and richest uranium deposits ever discovered – McArthur River and Cigar Lake.

  ◊ Saskatchewan's mining sector utilizes advanced technology and equipment and is recognized as being one of the most technologically advanced in the world.

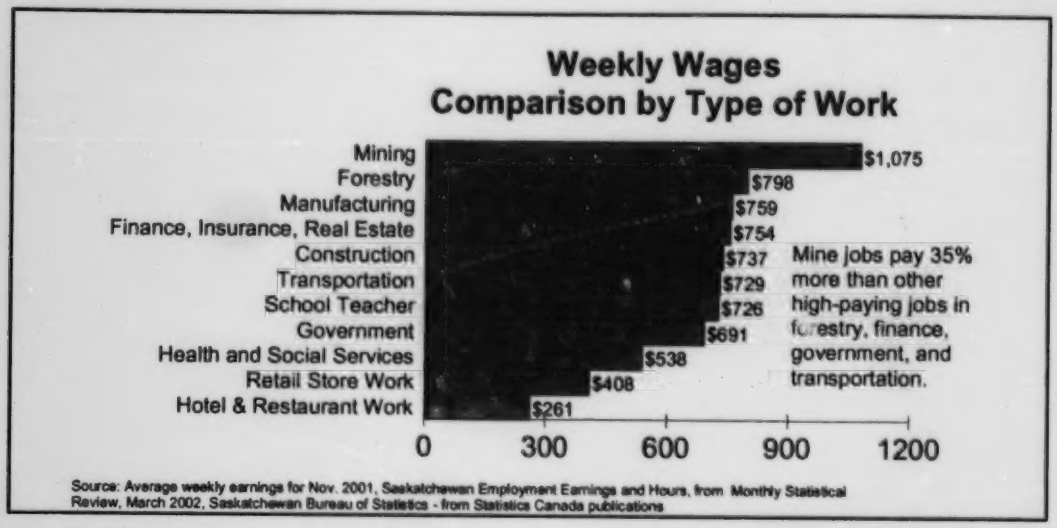
  ◊ The provincial uranium industry is one of the most closely regulated and monitored industries in the world.

- Benefiting local people and businesses

  ◊ Saskatchewan's uranium mines are recognized in Canada and around the world for being leading industrial employers of Aboriginal people. This has been accomplished through well-designed recruitment programs, training partnerships with governments and Aboriginal agencies, accommodation by unions, and by management's clear policies.

  ◊ Mining companies are the largest employers in northern Saskatchewan, creating over 2,100 mine site and secondary jobs like trucking and air charters. Workers from northern Saskatchewan, the majority of whom are of Aboriginal ancestry, fill about 1,100 or 50% of all jobs.

  ◊ The mining sector pays higher wages to its workers than any other sector. Average weekly earnings are $1,075, or 35% higher than other high-paying jobs in forestry, finance, government, teaching, construction, and transportation, as shown in the graph below.



◊ In 2001, mines in the north paid $109 M to northern residents and companies, which represented 46% of the mines' total expenditures. Of this amount, $24 M was paid towards wages of northern employees and $85 M was paid for goods and services from northern Saskatchewan businesses and joint venture companies.

◊ The value of uranium mine production in the north in 2000 was $429M, generating $38.7M in royalties for the provincial government.

- Overcoming challenges

◊ Uranium mining companies weathered all-time lows in the market price for uranium during 2000. However, during 2001, the uranium spot price increased from $7.10 to end the year at $9.60 US/lb.

◊ In late 2001, Cameco and Cogema were successful in obtaining long-term agreements to purchase weapons-grade uranium from dismantled Russian nuclear warheads. The 2 companies will take 53 million pounds of the total available 82 million pounds over the next 12 years, ensuring that this material is brought into North America in an orderly manner to keep the commercial market stable.

◊ The gold market posted a steady recovery throughout spring 2002 after a few years of low and volatile prices. Rising gold prices are once again encouraging investors to invest in both major and junior gold companies, increasing their funding for new exploration.

◊ The Saskatchewan government revised its uranium royalty calculation in 2001 to a simpler and less costly method of calculation for the mining companies. The new tax is based on a company's revenues per pound from its total amount of ore compared to calculating on a mine-by-mine basis as in the past.

◊ Today, fewer workers are required than in the past to produce the same amount of ore. New underground operations require a smaller workforce but one with higher skill levels to operate non-traditional, more technical mining equipment and processes. As well, today's industry requires fewer mill operators because competing companies have formed partnerships to utilize existing mills. The McArthur River, Cigar Lake, and Midwest mines will use existing mills, maintaining the jobs at those sites while eliminating the need to construct additional mills and tailings management facilities.

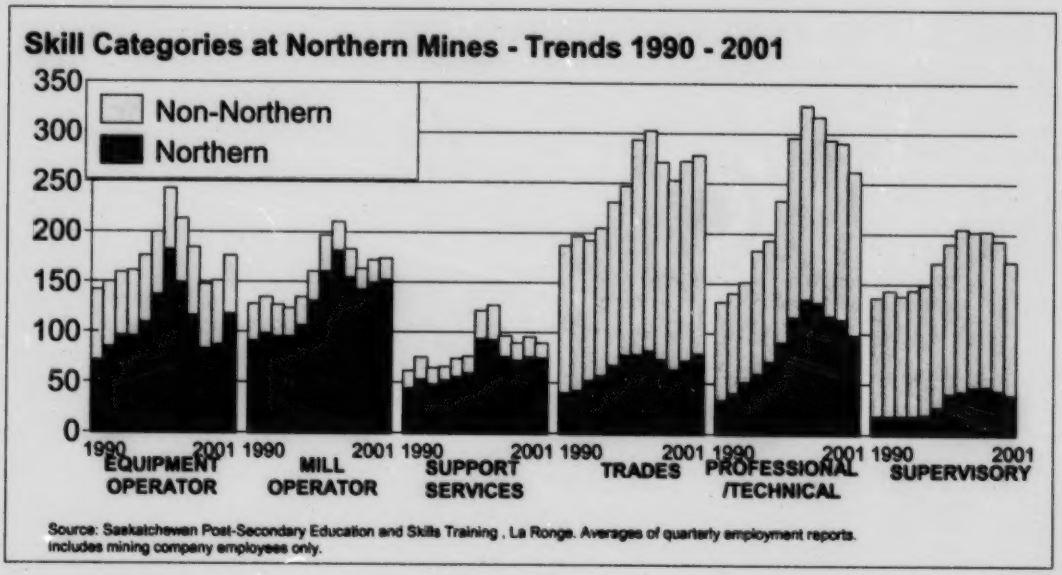
◊ During the next 15 years, employers in the natural resources sector (mining, forestry, oil and gas) in Canada may be looking at replacing over 100,000 workers as baby boomers retire. This sector's largest share of older workers and near-retirees are working in the prairie provinces. The highest proportion of older workers is in trades and equipment operator jobs. The northern regions of Saskatchewan and Canada are unique in that their baby boom will be reaching employment age when the national baby boom is retiring. The challenge is to have northern Saskatchewan's large, young population ready for skilled jobs in the workforce at a time when employers are aggressively recruiting replacements for retirees. (*Demographic Profile of the Natural Resources Sector*, Canadian Labour and Business Centre.)

◊ To address its own trades shortage, Cameco implemented a long-term apprenticeship strategy in 2002, doubling the number of apprentices to 18 among its sites this year and adding 52 new level 1 positions between 2003 and 2010.

- Partners in successful training strategies

◊ More jobs for northern people have been the outcome of Human Resources Development Agreements (HRDA) and Multi-Party Training Plan agreements between the government, mining companies, and training institutes. Under these co-operative strategies, mining companies agree to maximize local employment and training at their mine sites. These strategies have proven successful in increasing the level of northern employment with mining companies and with their underground mining, catering and security contractors from 42% to 50% since 1992. Although total employment has declined, northerners still hold 40% more jobs than they did in 1992, as shown in the following graph.

◊ Northern workers participate at higher skill levels than 10 years ago as the graph below shows. Northern participation in technical jobs has increased from 26% to 38%, and in supervisory jobs from 14% to 23%.



Employment Trends at Mines in Northern Saskatchewan
Non-Northern
Northern
1,500
1,200
900
600
300
0
468 498 525 559 666 700 654 621 629 586
364 383 433 528 676 686 600 530 546 566
1992 1993 1994 1995 1996 1997 1998 1999 2000 2001
On average during 2001, 744 northerners worked at mine sites in northern Saskatchewan, forming 50% of the entire mine workforce. Although the total number of northerners has fallen over the last few years, northerners still hold 40% more mine and contract jobs that they did in 1992.
274 244 278 303 421 460 453 422 275 145
165 223 248 287 341 399 484 425 315 178
1992 1993 1994 1995 1996 1997 1998 1999 2000 2001
Mine Employees
Contract Employees
*Contracts are long-term and include workers in catering, janitorial, underground mining, security, and some construction.
Source: Saskatchewan Postsecondary Education and Skills Training, La Ronge - Averages of quarterly employment reports.

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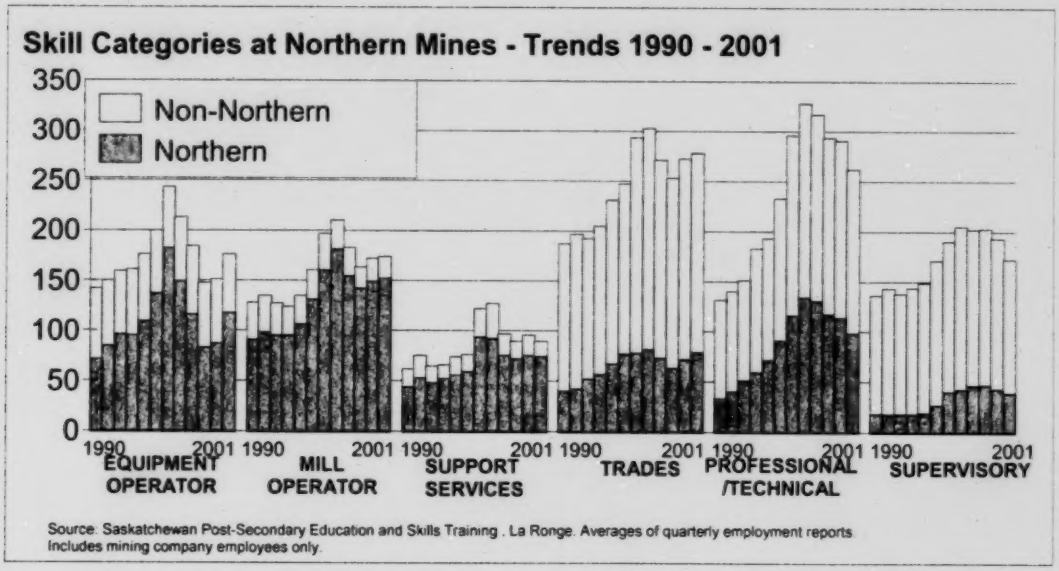
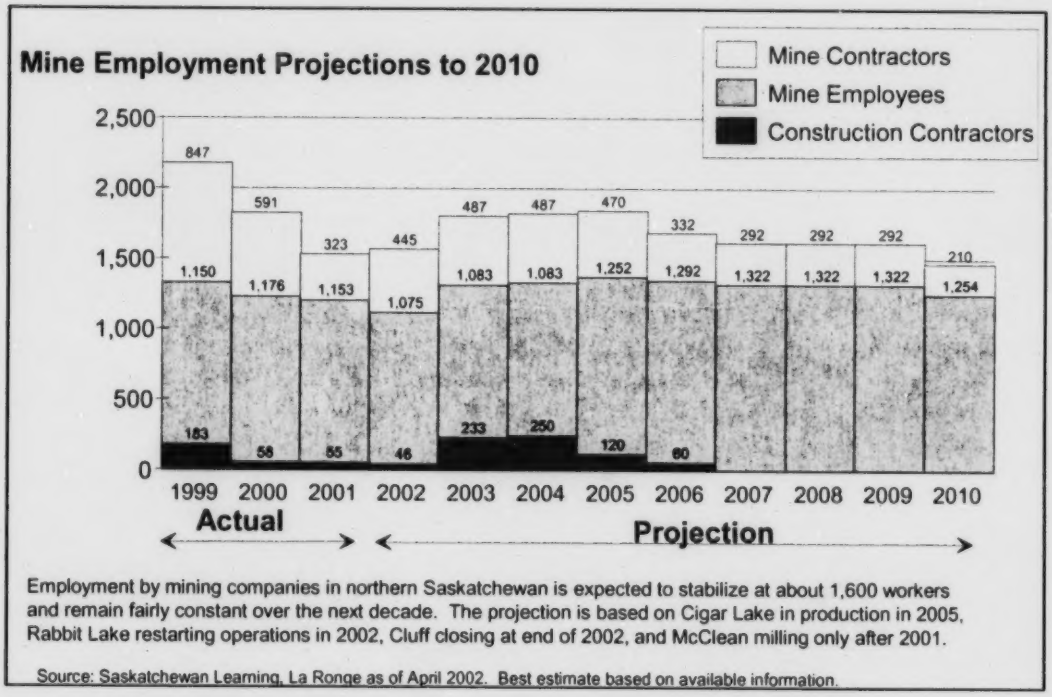


- Positive long-term employment prospects
  - ◊ The steady improvement in the market price for uranium is encouragement for Cameco to proceed with Cigar Lake mine. The established mine operators - Cogema, Cameco, and Claude Resources – continue to actively explore the areas surrounding their current operations in order to locate new ore bodies to prolong those operations.
  - ◊ In addition, deposits of rare earth elements, platinum group metals, zinc, copper, and gold offer potential for future mines.
  - ◊ The steady recovery in the gold market in 2002 is encouraging investors to invest in both major gold companies and junior companies like Claude Resources. Claude will use proceeds from investors to further develop its Seabee mine and identify nearby reserves.
  - ◊ Even with no new mines coming on-stream, mine employment is expected to remain fairly stable as the chart below projects.



Employment by mining companies in northern Saskatchewan is expected to stabilize at about 1,600 workers and remain fairly constant over the next decade. The projection is based on Cigar Lake in production in 2005, Rabbit Lake restarting operations in 2002, Cluff closing at end of 2002, and McClean milling only after 2001.

Source: Saskatchewan Learning, La Ronge as of April 2002. Best estimate based on available information.

- Overview of current mine operations

During 2002, mining operations and their long-term contractors like miners, caterers, and security are expected to employ about 1,500 people at the mine sites listed in the chart below. In addition, about 300 people from northern Saskatchewan are employed in Flin Flon at Hudson Bay Mining and Smelting and another 200 are employed in the transportation of freight and employees to the mines.

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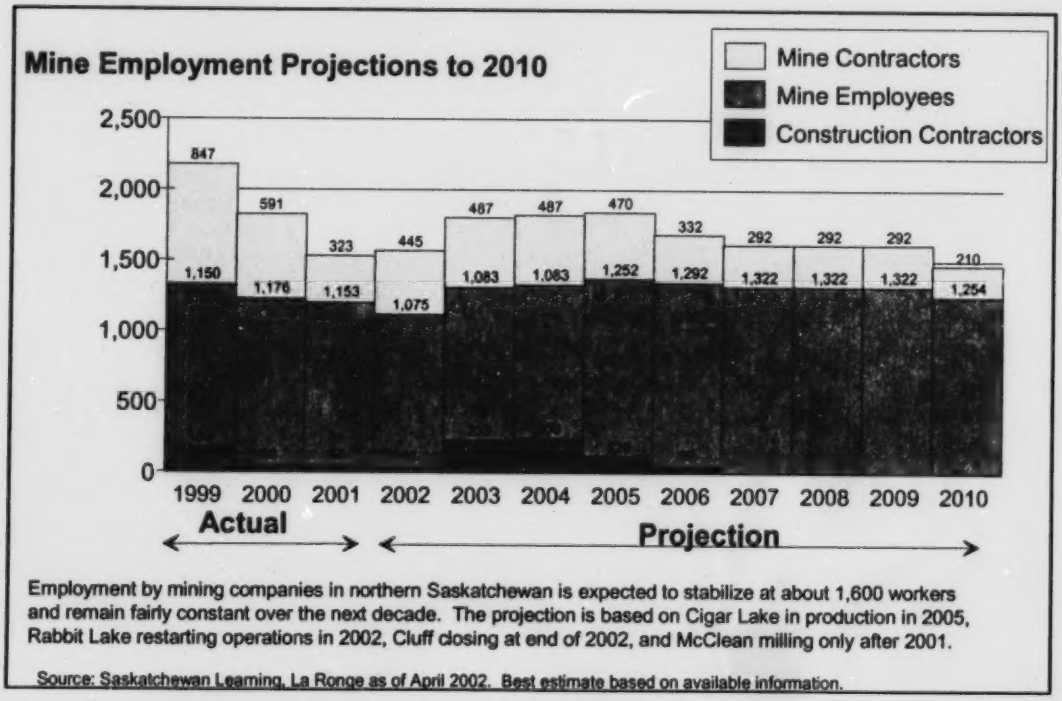

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Mine Site	Overview of Mining Operations
Cluff Lake	Although Cluff was slated to close in 2000, higher grade ores have resulted in 2 more years of employment. The mine will be mined out in May 2002 and the ore will be milled until December 2002 when the tailings facility reaches capacity. Site cleanup work continues. Decommissioning will take from 2-3 years after approvals are received, expected in early 2003. Cogema plans to mothball the mill in the short-term while it aggressively explores the area for more ore. Cogema will tender for contractors for some decommissioning work and for renovations to the McClean Lake mill.
McClean Lake	The Sue C ore body was mined out in February and mining operations will be suspended for 2 to 3 years. About 40 equipment operators were laid off in the spring. The stockpiled ore will feed the mill until about 2005. Cogema is studying which ore body to mine next –Sue A, B, the newly discovered Sue E or the underground Midwest (dependent on markets and ore type). If Cigar Lake proceeds with construction in 2003-4, McClean will be processing a portion of Cigar's ore commencing in 2005 when its mill runs out of its own stockpiled ore. Construction is planned to double mill's capacity to 12 million pounds U3O8. If an application is approved, McClean would process all Cigar's slurry to a solution and retain 43% for milling to yellowcake. The remaining 57% would be milled at Rabbit Lake.
McArthur River/Key Lake	McArthur and Key Lake operations work as a unit: ore from the underground McArthur mine is trucked as a slurry to Key Lake for processing. There, it is diluted with low grade ore stockpiles to form a blend that is suitable for processing at the mill. McArthur/Key Lake reached design capacity of 18M pounds in 2001, a year ahead of schedule. A pilot project started at Key Lake in December to test Micro Mining's new process for leaching out uranium. The process may extract uranium better and more quickly than current methods.
Cigar Lake	Cameco became the operator of Cigar Lake in January 2002. The company is continuing design work on details of the mine's construction and expects to have an application for construction ready for the nuclear regulators by the first quarter of 2002. The regulators are expected to spend about one year examining the plan before construction approval is given. During 2002, Cameco expects to spend about $13M on activities such as expansion of the camp, sewer upgrades, and a pilot hole for the new shaft. Subject to market conditions, construction could commence in 2003 and take about 27 months, employing about 250. Capital costs are anticipated to be about $350M. Production would commence in 2005. At full production Cigar Lake is expected to produce 18M pounds U3O8 annually for 15 years and, in Phase II, 6M pounds for a further 25 years. If regulators approve of an application, McClean Lake would receive all Cigar's ore slurry for processing to a solution. 57% of the solution would be shipped to Rabbit Lake for milling and 43% would be milled at McClean Lake.
Rabbit Lake	Because of depressed uranium prices and to bridge the transition to Cigar Lake, Rabbit Lake was temporarily shut down in 2001. A small maintenance staff remained on site to undertake special cleanup, decommissioning and other projects. In spring 2002 about 100 underground miners will be recalled to resume mining the remaining 18M pounds of reserves (about 2-3 years of ore). Milling will resume in summer of 2002. Subject to Cigar Lake proceeding, in about 2006, the Rabbit Lake mill would be upgraded at a cost of $20M to process 57% of Cigar Lake's slurry or solution.
Seabee Gold Mine	Seabee, the only operating gold mine in Saskatchewan, has been operating since 1991 and has produced over 500,000 ounces of gold. Gold production is expected to continue below average for the first half of 2002 while the company completes mining and milling the low-grade D zone. Production is expected to increase steadily through the last half of 2002 as Claude accesses much higher grade ore at the 600 metre level in the B zone of the mine. Claude entered into a financing agreement with Canaccord in the spring. Claude, which is

Mine Site	Overview of Mining Operations
	undertaking a $1.2M exploration program around Seabee, will use the proceeds for further development of the mine. Seabee has reserves for over 2 more years of mining plus probable resources for an additional 6 years. Drilling will be undertaken in 2002 around the mine to follow up on last year's drilling which indicated the existence of additional economic reserves within trucking distance of the mill.
Hanson Lake Sand Corporation	Daren Industries' silica sand quarry near Creighton will resume operations this spring after a winter closure. The sand is cleaned then trucked to Meath Park to a transfer facility from where it is moved in larger loads to the main distribution centre at Medicine Hat. Medicine Hat is a supply centre for the oil and gas industry, the main consumer of the product. About 15 people are employed at the site, primarily equipment operators, mechanics, and lab workers. The life of the operation is estimated at 10 years.
Hudson Bay Mining & Smelting	The small Konuto underground copper mine near Denare Beach has been in operation since mid-1999 and employs about 80 workers. Its reserves are estimated at about 3 more years. HBMS has 2 other operating mines in the Flin Flon area, one in northeast Manitoba, and the 777 to be in production in 2004.

Mining Sector Forecast

- The closing of Cluff Lake and downsizing of equipment operators at McClean Lake will be offset by recommencement of mining at Rabbit Lake and, possibly, gearing up for construction of Cigar Lake. Employment in the mineral sector, therefore, is expected to remain lower but stable for the next few years.
- Northern mines have an aging trades workforce and are facing a large turnover in the next 10-15 years as baby boomers retire.
- New high-grade underground mining machines and computerized process control require fewer workers but workers with higher-skill levels than the previous open-pit mines.
- New mines are utilizing existing mills at other mine sites, requiring more trained truck drivers to transport the ore to mills.
- The mines operate under a "northern preference" strategy, which has created training and employment opportunities in the mineral industry for local residents. Mines provide employment for over 1,100 northerners, wages in excess of $24 M to northern workers and $85 M to northern companies and joint ventures.

Labour market demand	**Course offerings 2002-2003**
Trades Millwrights Electricians Heavy Equipment Mechanics Equipment Operation Truck drivers Underground Miners Remote Operator of Underground equipment Technical/Professional Geophysical Surveyors Computer skills for monitoring and drafting Radiation/Environmental Monitoring Technicians Chemists Geologists Metallurgists Mine Engineers Supervisory skills Basic education and literacy	**Multi-Party Training Plan:** Skill Training Carpentry Mine operator for Oil Sands 1A Driver training Radiation/Environmental Monitoring Tech. Process Operator Practical Nursing Refrigeration Operator/Engineer Industrial Mechanic Pre-Employment Pending Skill programs Instrumentation Technology Orientation to Mining Institutional Cooking Electrical pre-apprenticeship University: 1st and 2nd year Arts and Sciences Literacy, Upgrading and Basic Education Pre-Technologies /Post-Secondary Prep (High school math and sciences) Developmental Studies Phases I, II & III, Adult 12, GED prep. Re-training Workplace Education, Upgrading

3.2 Mineral Sector - Exploration

- Exploration activity lower but steady

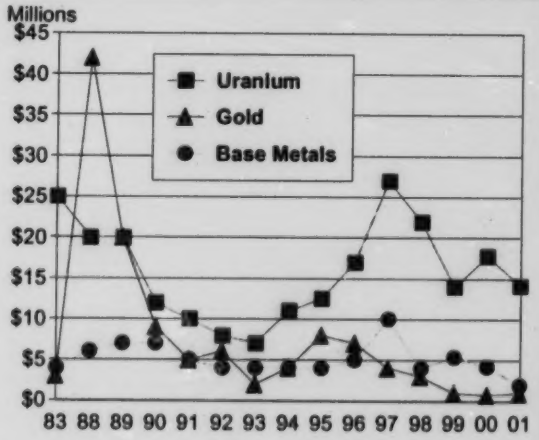
  ◊ Although Saskatchewan was the third largest mineral producer in Canada in 2000, exploration that would lead to new mines remained lower throughout 2001.

  ◊ Surface exploration expenditures for traditional commodities of uranium, gold, and base metals continues to be low but steady, as shown in the chart of trends below. Junior exploration companies have had difficulty in raising money for exploration because of low commodity prices in the stock market. However, both the gold and the uranium market prices are showing steady recovery. The uranium spot price increased from $7.10 to $9.60 US/lb by the end of 2001 and gold has been trading over $300 US per ounce in the first half of 2002.

Trends in Surface Exploration - Expenditures for Uranium, Gold and Base Metals

Surface exploration for uranium has remained fairly steady for the past few years as companies focus on finding additional reserves for existing mines or finding other world-class deposits.

Expenditures for gold and base metals have declined in the past decade due to low commodity prices.



Saskatchewan Learning, La Ronge Source: Energy and Mines, Box 5000, La Ronge. Figures for 2000 and earlier are actuals and for 2001 are estimates.

◊ Exploration interest has shifted to non-traditional commodities such as platinum group metals, diamonds, and rare earth elements. However, not enough is being spent to find a mine in the near future, which would help the north diversify and provide revenue and jobs.

◊ The number of mineral claims in the north continued to be low through 2000 and 2001. The number of mineral dispositions/claims that are issued somewhat predicts the level of exploration activity for the following 2 years. However, a surge in commodity prices could increase the level of staking.

◊ Because of the long lead-time from discovery to production, the producing mines are committed to exploration in order to replenish their mines' resources. Most northern mine operators have narrowed their focus to prospects closest to their mines.

- Initiatives to stimulate exploration

  The provincial government recently initiated several incentives to stimulate exploration.

  ◊ In 1999, a reduction in the royalty system was implemented for gold and base metals exploration.

  ◊ From 2000 to 2002, the province is conducting geoscience research to update their geoscience database as part of Natural Resources Canada's 3-year initiative. Geoscience is the research, mapping and collection of technical data used in mineral and petroleum exploration. Energy and Mines compute that each $1M spent on geoscience generates $5M in exploration and the creation of 100-200 jobs.

  ◊ In late 2000, a temporary 10% tax credit was implemented on purchases of flow-through shares of eligible mineral exploration companies. The program is in addition to the new 15% federal mineral exploration program and is available to Saskatchewan income tax payers until January 2004.

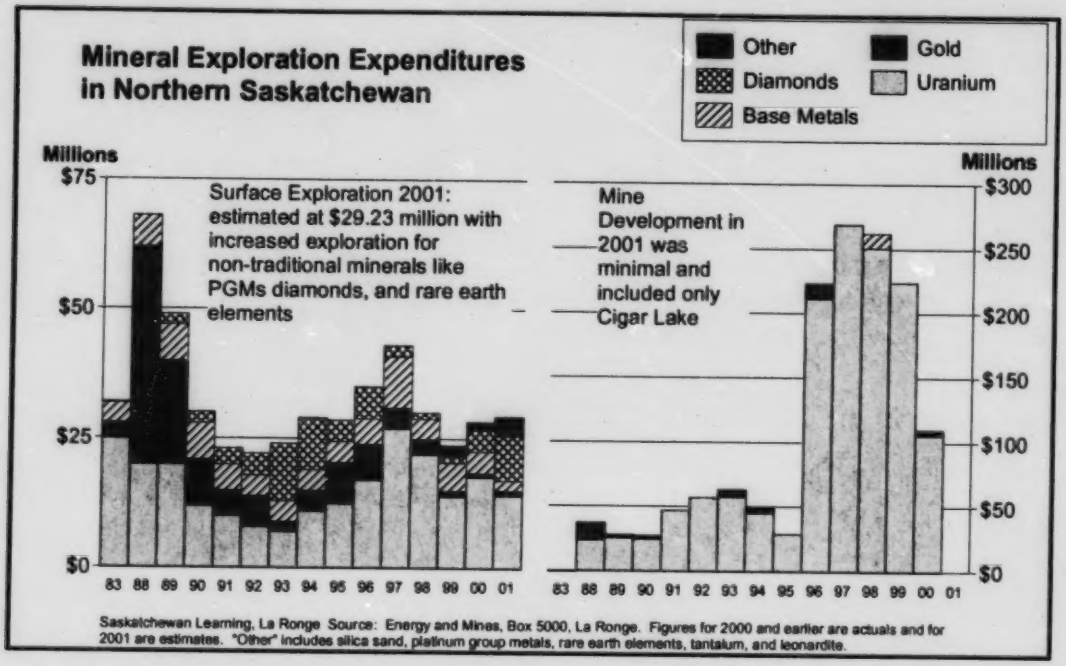
  ◊ In spring 2001, the province implemented a 50% decrease in the cost of registering a mineral permit, streamlined regulatory processes, clarified and updated the land administration system, and provided claim maps on the internet.

- Financial benefits still substantial

  ◊ As shown in the graph below, the *Saskatchewan Development and Exploration Highlights 2001* report estimates that mineral exploration during 2001 was $29.23M, similar to actual expenditures of $28.2M in 2000. While exploration for uranium, base metals and gold remained lower, exploration expenditures for platinum group metals, rare earth elements, and diamonds are estimated at more than double the expenditures of 2000. Expenditures for the development of new mines was minimal with only Cigar Lake reporting expenditures.

    - Uranium exploration by both junior and major mining companies is estimated to total $14.2M and was focused on the Athabasca basin.
    - Base metal exploration totaled $1.98M and was focused in the Creighton area.
    - Gold exploration totaled about $.9M and was mostly undertaken by Claude around its Seabee and Amisk properties.
    - A resurgence of exploration for diamonds took place around Candle Lake and Fort a la Corne areas and expenditures are estimated at $8.56.9M.
    - Expenditures for platinum group metals around Rottenstone Lake and west and south of Reindeer Lake are estimated at $4.5 M.

  ◊ Exploration provides seasonal employment for northerners at all skill levels from cooks, driller helpers, and linecutters to geophysical survey operators and geologists. Exploration activity also generates contract work in air and truck transportation, fuel and supplies.


Mineral Exploration Expenditures in Northern Saskatchewan
Other
Gold
Diamonds
Uranium
Base Metals
Millions
$75
$50
$25
$0
Surface Exploration 2001: estimated at $29.23 million with increased exploration for non-traditional minerals like PGMs diamonds, and rare earth elements
83 88 89 90 91 92 93 94 95 96 97 98 99 00 01
Millions
$300
$250
$200
$150
$100
$50
$0
Mine Development in 2001 was minimal and included only Cigar Lake
83 88 89 90 91 92 93 94 95 96 97 98 99 00 01
Saskatchewan Learning, La Ronge Source: Energy and Mines, Box 5000, La Ronge. Figures for 2000 and earlier are actuals and for 2001 are estimates. "Other" includes silica sand, platinum group metals, rare earth elements, tantalum, and leonardite.

- Overview of some advanced and new exploration prospects

Minerals	Location	Overview of Exploration Projects
Uranium	Hidden Bay/Riou Lake	In late 2001, Cameco and Pioneer Metals agreed to combine certain exploration assets to form a new junior mining company called UEX to focus on uranium exploration in the Athabasca basin.
	Moore Lake	Kennecott, a UK company, is increasing its interest in Moore Lake near Key Lake by funding the next $10M of JNR's exploration. Kennecott may elect to increase its interest to 70% by spending an additional $100M or by bringing the property to production.
Gold	Amisk/Laurel Lake	Claude's Amisk/Laurel Lake project, optioned from Cameco and Husky Oil, is located 25 km west of Creighton. Claude can earn an additional 35% by spending $14M or by bringing the property to production by 2005. Claude owns the nearby Tartan mill and tailings facility, now in care and maintenance mode, which would process the ore.
	Goldfields project	Greater Lenora Resources' Goldfields open pit project near Uranium City could be brought into production fairly quickly if gold prices improve. The company completed its EIS and is conducting ongoing metallurgical testing and economic evaluation of a new gravity separation method. The company is also evaluating the potential of PGMs at the site.
Base Metals	Foran's McIlvenna Bay	Foran has an option to earn 100% interest in McIlvenna near Creighton from Cameco. Total cost of the acquisition is $10 M of which $3 M has been paid. Foran estimates $65 M is required to bring the zinc mine into production. It would have an 11-year life with great potential for longer. Employment during mine development would be 70 full time jobs. Employment during operations is estimated at 380 full time jobs. Foran continues to pursue funding for the project.
PGMs	Rottenstone Lake	Uravan Minerals/BHP Diamonds joint venture continues to define a small but

Minerals	Location	Overview of Exploration Projects
		high-grade deposit of platinum group minerals near the old Rottenstone mine.
Rare Earths	Hoidas Lake	Great Western Gold has identified 26 separate rare earth occurrences on its property. Results of independent metallurgical testing in spring 2002 indicate that a low cost open pit mine with heap leach processing is a viable consideration There may also be economic benefits from the mill by-products for on-site manufacture of phosphate fertilizer.

Mineral Exploration Sector Forecast

- Exploration activity is expected to remain steady in northern Saskatchewan because of recovering gold and uranium market prices, interest in non-traditional ores, and new initiatives by the provincial government.

Labour market demand	Course Offerings 2002-2003
Careers involving training-on-the-job: Diamond drillers Line cutters Camp Cooks Higher skill occupations: Geologists Geological technicians and surveyors Mine, metallurgical and geological engineers Computer processing and scientific analysis	**Multi-Party Training Plan:** Adult 12/Pre-Technologies University: 1st and 2nd year Arts and Science

3.3 Oil and Gas Sector

- Canada-wide employment shortage for gas drilling and oil production

  ◊ The Petroleum Services Association of Canada reports that oil and gas drilling and service companies had difficulty finding skilled workers during the boom times of the past couple of years. The companies will do everything they can to retain their workers even during slower periods by offering vacation, sabbaticals, high hourly wages (from $18 to $27), and other means.

- Alberta oil sands impact

  ◊ The Alberta oil sands, with rising unrest in the middle-east, hold the potential for North American petroleum security and could make Canada the largest supplier of oil to the United States. The Alberta Energy and Utilities Board estimates that there are 315 billion barrels of bitumen ultimately recoverable in the Alberta oil sands.

  ◊ The Wood Buffalo employment and labour market information website reports that:
  - for every job employed directly by an oil sands company, it is estimated that 2 are created in the service industry in the Fort McMurray area;

- 2,277 apprentices are registered in Fort McMurray, an increase of 49% in one year;
- housing shortages have doubled the cost of an average family home in the last 6 years to $233,000 and pushed up rent on a one-bedroom apartment to over $1000 per month; and
- the population of For McMurray increased by 18% since 1996 Census.

- Mining method determines types of employment skills needed

  ◊ There are 2 types of mining methods in the oil sands area, requiring different trades or occupations in their operations:

  - In-situ projects using the Steam Assisted Gravity Drainage **(SAGD) method employ workers at higher skills levels** in such areas as plant operators and power engineers and require fewer heavy equipment operators.

In-Situ – Steam Assisted Gravity Drainage (SAGD) Mining method

Company	Project	Status	Details
North Star Energy	Dover Site	Operating	Operates north of Fort McMurray and oil is trucked south to be refined
Japan Canada Oil Sands		Operating	Operates south of Fort McMurray
Japan Canada Oil Sands	Hanging Stone	Construction nearing completion	Constructing phase 3 of the SAGD Hangingstone Project.
Pan Canadian	Christina Lake	Construction Nearing completion	The $70 million first phase of the project will produce 10,000 barrels a day of heavy oil, ramping up from 5,000 barrels per day in 2002 to 10,000 barrels per day by 2004. This is the start of a planned three-phase development over the next 2 decades. A workforce of 20 is required for operations.
Suncor	Firebag	Construction 2002	Suncor's $450M steam injection Firebag project received regulatory approval and construction is underway on the first phase to produce 35,000 barrels per day by 2005. Employment during construction will peak at 550 direct on-site jobs. 40 operating jobs will be created. Further expansion is planned to triple production by end of the decade
Petro-Canada	McKay River	Construction 2002	The company is also studying the feasibility of developing 2 adjoining in-situ projects, also with steam injection technology. A workforce of 45 will be recruited for operations in 2002
Conoco Canada	Surmont	Planned	Construction of Phase I is planned from 2002 to 2004 at a cost of $300M. Phase 2 of development would begin 2003 to be completed 2010.
Synenco	Northern Lights	Planned	The company will apply for regulatory approval for a $1.5 billion mine and extraction plant. They

			anticipate commercial production by 2005.
Canadian Natural Resources	Horizon Oil Sands	Planned	Both SAGD and open pit mining
Rio Alto	Kirby project	Planned	
Deer Creek	Pilot plant	Planned	
OPTI Canada	Long Lake	Planned	

- Open pit mines using truck and shovel technology **employ heavy equipment operators** and technicians as well as plant operators.

Open pit Mines			
Company	**Project**	**Status**	**Details**
Suncor	Project Millennium Voyageur	Operating Proposed	The construction of the $3.4 billion plant expansion called Project Millennium was complete in late 2001, doubling its 1999 production. Suncor employs about 3,000 workers. Suncor has already unveiled plans for its next expansion slated to increase production between 2010 and 2012. Construction on phase I of Voyageur could begin as soon as 2004.
Syncrude	Aurora	Operating	Syncrude has now completed 2 stages of a 4-stage $8 billion, 11-year plan to 2007 which will see its oil production double. Stages 3 and 4 from 2000 to 2007 entail more investment in the Aurora mine, which was opened in 2000.
Shell/Albion	Muskeg River	Construction Nearing completion	Athabasca Oil Sands group of projects created about 6500 construction jobs and will create 1000 operating jobs. Construction on mine, extraction plant, power station, and Corridor Pipeline will be completed by autumn 2002. The pipeline will link Muskeg River Mine to the Scotford Upgrader near Fort Saskatchewan. For operations, the mine will require about 600 workers. An expansion of production is planned between 2005 and 2010.
Syncrude	Syncrude 21	Construction Summer 2002	In 2001 Syncrude announced plans to proceed with Phase 3 of the 4-phase project. Pre-construction work is in progress with construction expected to begin summer of 2002.
TrueNorth	Fort Hills	Planned	The Fort Hills Project plans to produce 95,000 barrels per day of bitumen from the initial mine starting in 2005, and now has reserves for over 60 years of production. The Project is planned to cost approximately $1.1 billion.
Mobil Oil	Kearl Lake	Planned	A pit mine and a steam injection in-situ mine near Fort McMurray.
Canadian Natural Resources	Horizon Oil	Planned	Open pit and SAGD
Shell	Jackpine	Planned	Jackpine is an expansion of the Muskeg River Mine. During 2002, Shell will continue to drill to define resources and begin the regulatory approval process. Construction could begin in 2008.

- Alberta oil sands face employment shortages

  ◊ Construction will be completed in 2002 on the following oil sands projects:
  - Albian Sands' Muskeg River Mine, extraction plant, Corridor Pipeline, and a power station will begin operations in late 2002;
  - PanCanadian's Christina Lake; and
  - Japan Canada Oil Sands's Hangingstone Project, phase 3.

  ◊ Projects under construction in 2002, requiring construction workers include:
  - Syncrude 21 Project;
  - Petro-Canada's MacKay River; and
  - Suncor's Firebag.

  ◊ Recruitment for an operations workforce will start in summer 2002 for Albian Sands' Muskeg River. About 600 workers are needed.

  ◊ Labour shortages at the Alberta oil sands developments have contributed to higher construction costs and delayed schedules. The Athabasca Oilsands Project (Muskeg River mine and Scotsford refinery) are projected to cost $5.2 billion, up from the original $3.8B. Suncor's Project Millennium has cost $3.25B up from $2.2B as originally planned.

  ◊ Oil projects in Newfoundland are coming on-stream and could pull Newfoundland workers back to the province from the Alberta oil sands. However, Suncor's Project Millennium is now completed which will free up workers for other projects and relieve some of the labour pressures for companies.

  ◊ Pipeline construction, which can take years, offers long-term employment opportunities for engineers and trades workers. The existing and developing oil sands projects have created a spin-off demand for more pipelines to move the product to markets in Canada and the United States. The new Corridor pipeline will begin moving Albian Sands product in autumn 2002. Bison Pipelines is working with Petro-Canada and TrueNorth to develop a proposal which would see a new pipeline by 2005 to serve other developing mines.

  ◊ More welders, mechanics and other workers will be needed to assemble and service a fleet of 23 massive oilsands trucks at Finning Canada's plant at Fort McMurray. Finning will have half the trucks ready by autumn 2002 for start up of the Albian Sands project and will have the rest assembled by early 2003.

  ◊ Thirty-nine trucks are already in operation at open pit mines at Suncor and Syncrude and more will be needed at TrueNorth Energy, Canadian Natural Resources, and Synenco Energy's developing open pit mines. Keyano College has 4 simulator modules to train new drivers.

  ◊ The Oil Sands Subcommittee is hopeful that SaskPower's recent purchase of 30% of a new power station, under construction near Fort McMurray, will translate to a commitment to

Saskatchewan jobs at the plant. The plant will begin operations in late 2002 with 50% of the power committed to the new Muskeg River mine and the rest flowing to the Alberta power grid.

◊ Employment in the Fort McMurray area will peak in 2002 and again in 2006. Over 6,000 new jobs will be created directly at the oil projects

◊ It is estimated that municipal and service industries will create twice as many jobs as the oil companies. Housing developers are having difficulty finding construction and trades workers and the service industry is having difficulty retaining employees who tend to move on to higher-paying oil company jobs.

- Employment for northern Saskatchewan at the oil sands

◊ Residents across the border in northwest Saskatchewan may be able to access some of the jobs if challenges such as the following can be overcome:
  - lack of direct road access from northern Saskatchewan,
  - lack of housing near the oil sands projects (the major companies prefer that employees are resident of the community),
  - lack of Grade 12 diploma. The minimum requirement for direct employment at oilsands plants is Grade 12 or equivalent (GED -General Educational Diploma is currently accepted). Applicants may be required to provide proof of education with their resume.
  - lack of a drivers' license,
  - recruiting is often done through Building Trade Unions or third party recruiters. Some companies have employment agreements with local Metis and First Nations organizations.

◊ Agencies are working in cooperation to help northern Saskatchewan workers find employment at the oil sands.
  – The Oil Sands Sub-Committee (under the Northern Labour Market Committee) negotiated a Northern Neighbours Memorandum of Understanding in spring 2002 among provincial government, training agencies, and Metis and First Nations agencies. The subcommittee is assisting northern residents to apply for jobs, assisting entrepreneurs in identifying business ventures, and looking at ways to overcome the challenge of education level requirements.
  – The subcommittee is sup ported at the provincial level by the Saskatchewan Oil Sands Working Group which is working to leverage funds to improve road access, coordinate apprenticeship, and develop other training strategies to enable Saskatchewan residents to access employment and economic opportunities.
  – Opportunities exist for Northlands College to partner with Keyano College to deliver oil sands-related training.
  – At Fort McMurray, the Regional Infrastructure Working Group's Education and Jobs Subcommittee met with northern Saskatchewan agencies and communities to discuss linking the northern Saskatchewan labour pool to jobs in the oil sands.

Oil and Gas Sector Forecast

- The oil sands industry around Fort McMurray is expected to continue to expand as North Americans look to secure reliable sources of oil. On-going expansion will require skilled construction and operational workers for many years to come. Suncor, which has just started up Project Millennium, is planning its next production expansion by 2010 and Shell, which will startup Muskeg River mine in 2002, is already looking to triple production within the next decade. As well, over 2 dozen firms have development proposals ready in an area extending from Fort McMurray to Lloydminster.

- The Fort McMurray area has a surplus of labourers in the oil sands and construction sectors and a shortfall of skilled workers in the service sector, the construction trades, and oil sands. In the future, the major oil companies may require all new employees to have graduated from entry level mine or process operator training programs.

- The enormity of the oil sands expansion has created capacity problems in housing and in training spaces.

Labour market demand		**Course Offerings 2002-2003**
- Albian will require 200 equipment operators in 2002 - 500 powerhouse operators are needed in the next 3 years - service industry workers Other skills required 2003-04 <u>Engineering:</u> Electrical Process Geotechnical Mine Geological Environmental Geologists Metallurgical Research Survey Mechanical <u>Technology:</u> Drafting Electrical Geological Geotechnical Laboratory Mechanical	Metallurgical Mining Process operators Survey <u>Administration</u> Supervision/Management Purchasing Human Resources Clerical Emergency Services Information Systems Accounting <u>Trades/Operations</u> Heavy Equipment Operators Heavy Duty Mechanics Process Operators Millwrights Electricians Pipefitters/plumbers Welders Instrumentation Tec. Carpenters/framers Boiler Operators Maintenance Workers	**Multi-Party Training Plan** Academic upgrading, pre-technologies, pre-trades University: 1st and 2nd year Arts and Sciences **Multi-Party Training Plan:** <u>Skill Training</u> Carpentry Mine operator for Oil Sands 1A Driver training Process Operator

3.4 Forestry Sector

- Forestry industry expanding in Saskatchewan

  ◊ Saskatchewan's forest economy is steadily expanding, the result of a provincial initiative implemented in 1999 to double the size of Saskatchewan's industry. The initiative encompasses:
  - stricter regulations in a new Forestry Act,
  - an updated inventory of timber resources,
  - redefined lease boundaries for existing companies,
  - increased production of traditional and new value-added goods,
  - opportunities for Aboriginal involvement,
  - development of a research and knowledge base housed in a new forestry centre, and
  - a training plan for new and existing forestry workers.

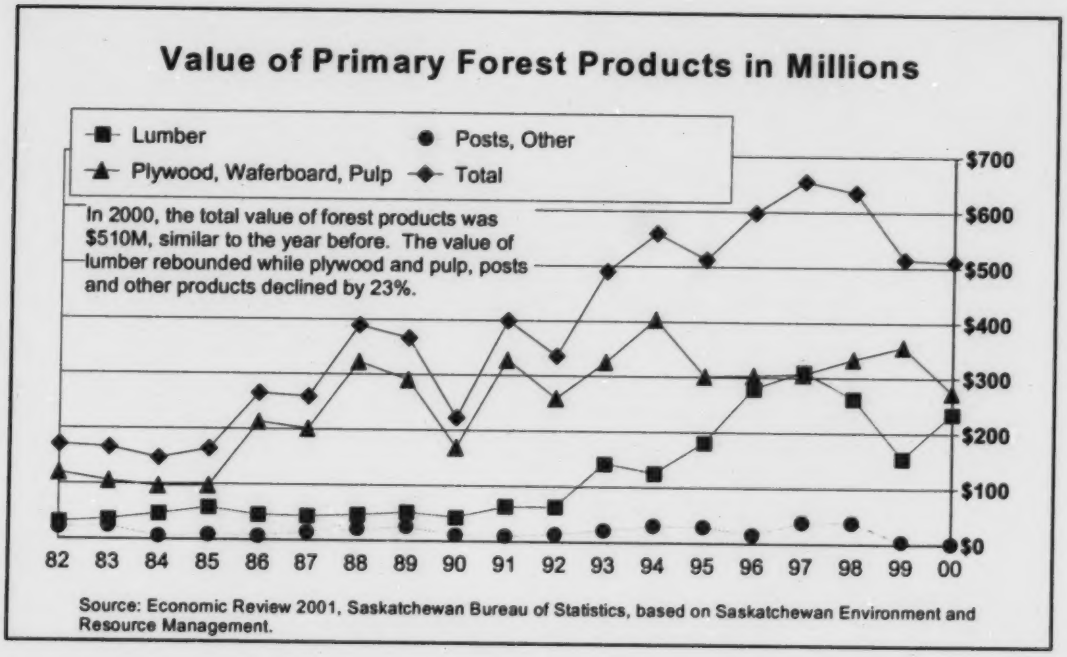
  ◊ New opportunities will be created for northern-based/Aboriginal businesses under the redefined forest management agreement boundaries, as shown in the chart below. Previously, most of the commercial forest (approximately 122,000 square kilometres of primarily crown-owned land) was reserved for 3 national/international companies.

Forestry - Enhanced Wood Allocation For Northerners in 2002

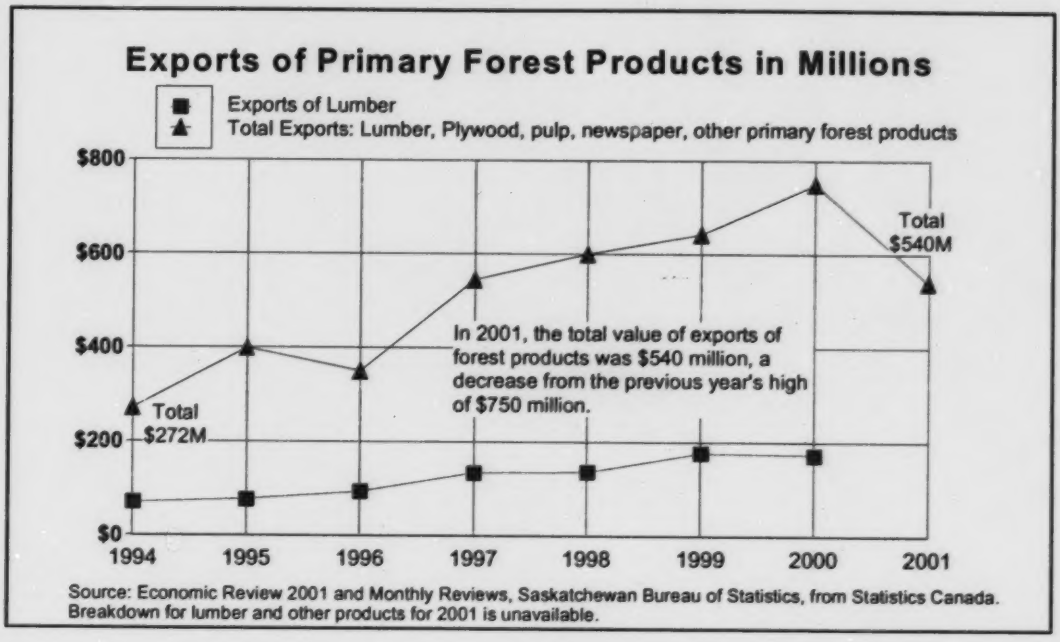
Source: SERM Actions in the North, Saskatchewan Environment, 7.5M/02

◊ More value-added products will be manufactured right in the north under Phase II of the expansion. Phase I, almost complete, saw increased primary production of lumber, OSB and pulp.

◊ The value of forest products has been steadily growing for the past 15 years. The following graph shows that the total value of Saskatchewan's primary forestry products in 2000 was $510M. The main products were kraft pulp, oriented strand board, plywood, lumber, and treated posts. The value has increased primarily because of increased lumber production in the past decade: in 1992 the value of lumber was $62M compared to $235M in 2000. The value of plywood and pulp has remained fairly constant at about $300M since the late 1980s.


Value of Primary Forest Products in Millions
Lumber
Posts, Other
Plywood, Waferboard, Pulp
Total
In 2000, the total value of forest products was $510M, similar to the year before. The value of lumber rebounded while plywood and pulp, posts and other products declined by 23%.
$700
$600
$500
$400
$300
$200
$100
$0
82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00
Source: Economic Review 2001, Saskatchewan Bureau of Statistics, based on Saskatchewan Environment and Resource Management.

◊ In 2001, Saskatchewan exported $540.2 M of primary forest products (includes newspaper and cardboard), a decrease from the previous year's all time high of $750 M. The graph below shows that exports of forest products have doubled in the last few years. Most of Saskatchewan's forest products are sold outside of Canada.


Exports of Primary Forest Products in Millions
Exports of Lumber
Total Exports: Lumber, Plywood, pulp, newspaper, other primary forest products
$800
$600
$400
$200
$0
1994
1995
1996
1997
1998
1999
2000
2001
Total $540M
Total $272M
In 2001, the total value of exports of forest products was $540 million, a decrease from the previous year's high of $750 million.
Source: Economic Review 2001 and Monthly Reviews, Saskatchewan Bureau of Statistics, from Statistics Canada. Breakdown for lumber and other products for 2001 is unavailable.

- Challenges to continued forestry growth

  ◊ Saskatchewan forest companies may be forced to down-size, close, or delay new projects temporarily until the World Trade Organization (WTO) makes a decision on the U.S. duty on Canadian softwood lumber. In May 2002, the United States imposed a combined 27.22% anti-dumping and countervailing duty on Canadian softwood lumber imports. The United States producers allege that the provinces' stumpage fees on crown land are so low that they amount to a subsidy. Saskatchewan is working with other provinces and the federal government to fight the duty. Canada will take its complaints to the WTO and the new NAFTA panel. A decision by those agencies could take up to 18 months, however, and industry analysts predict that few producers will be able to operate with 27.22% duty for long. Proposed sawmill projects for northern Saskatchewan have been delayed.

  ◊ The majority of Saskatchewan and Canada's softwood lumber is tied to one market – the United States: 35% of the U.S.A. softwood market is filled by Canadian lumber producers. The Council of Forest Industries stresses the need to diversify our markets to China, India and other countries as a means of moving beyond the ongoing softwood dispute with the United States. Developing other markets, however, often takes years.

  ◊ The price of industrial pulp has been depressed for the past year. Millar Western pulp mill at Meadow Lake, after 10 years of operations, permanently reduced its workforce by 22 jobs in early 2002 because of greater efficiency in the plant and prolonged weak markets for its kraft pulp.

◊ The next phase of forestry expansion involves value-added products such as millwork, flooring and doors. Challenges to development include lack of lumber driers which produce high grade wood needed for value-added products, lack of availability of specialty sawing, and staffing gaps for new technology.

◊ On a positive note, lumber prices increased in the spring and an unexpected window of opportunity opened into the United States market.

- Producers had about one month prior to the May 23 implementation of the duty to ship duty-free as much lumber to the U.S.A. as they could, under a complex U.S. trade law.

- Lumber prices were high this spring, although the increased flow of U.S.-bound softwood as producers flood the market during the April window could push down the prices by as much as 30%.

- The duty does not affect all wood products. OSB, plywood, hardwood lumber, flooring, building logs, fence posts, and other manufactured wood products are not affected by the duty. The potential exists for Saskatchewan producers to diversify to other products or add some manufacturing value to their products until the duty issue is resolved.

- The housing and construction market in the eastern United States is booming.

- Although Saskatchewan's forestry expansion has been slowed by market conditions, it has not been halted – northern companies continue to develop their plans in order to be ready when conditions improve.

• Training for forestry operations continues despite industry uncertainty

◊ The slow–down in the forestry expansion is an opportunity to train new and existing forestry workers in preparation for the future. Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) administers the multi-party forestry training agreement, implemented in 2000. Partners include forestry companies, funding agencies, and training providers. The goal of the agreement is to ensure that people in the forested region are trained in order to access projected new jobs in the forestry industry.

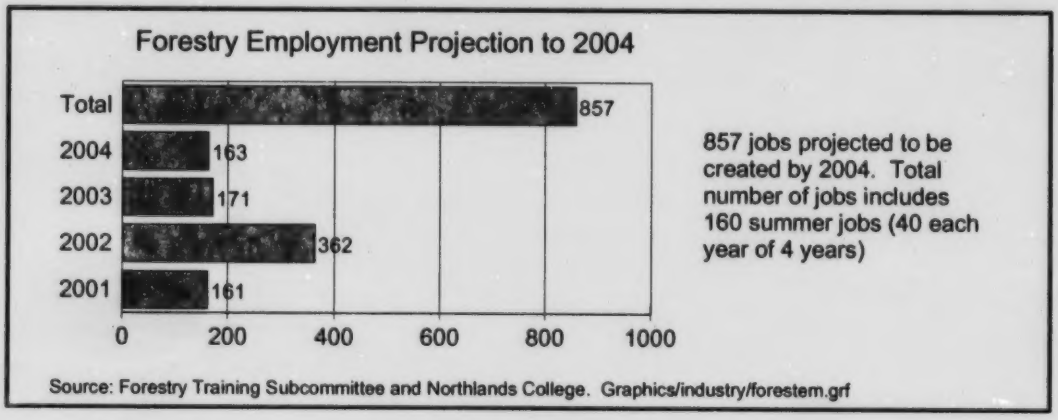
◊ For 2002-3, the province has committed $859,000. Approximately $2.5M more is contributed each year by the partners. During the previous 2 years, the province contributed $750,000 and $859,000 for the delivery of training as well as $250,000 for curriculum development and program delivery. The Sub-committee identifies employer-specific training needs, coordinates training, arranges for the development of new curricula, and secures resources from the partners for the delivery of programs. Approximately 240 people are trained each year under the 5-year plan.

◊ Upcoming new projects that will require training include the Meadow Lake OSB Limited Partnership plant near Meadow Lake, which will be hiring its operational workforce of 130 in 2003. About half of the workforce will require journey tickets and the remaining positions

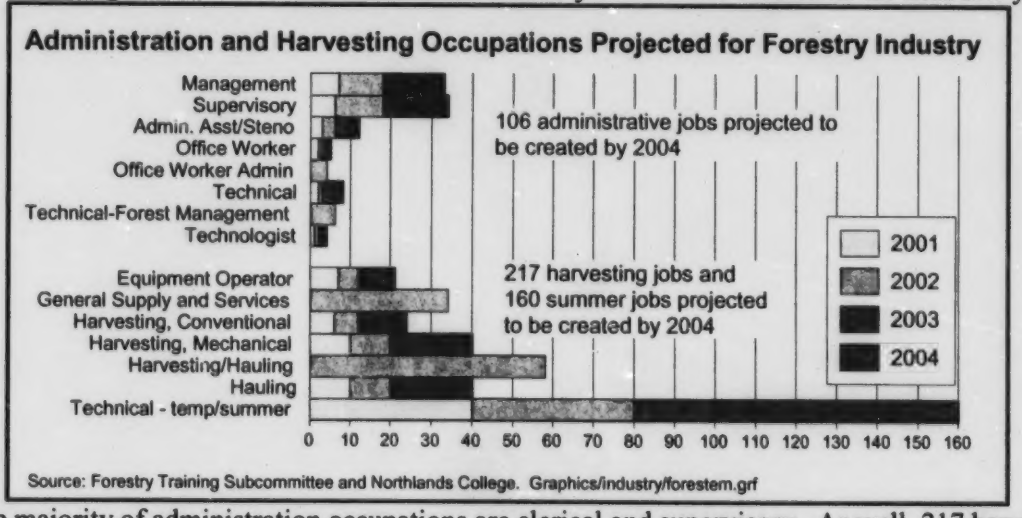
will require Grade 12 or equivalent with on-the-job training prior to startup. About 130 forest contract jobs will be created in harvesting and trucking. As well, Northwest Communities Wood Products are planning a pallet plant to be operational by late 2002 and, in partnership with Green Lake Metis Wood Products, a finger-jointer plant in late 2002/2003.

◊ The Forestry Training Subcommittee projects that 700 jobs and 160 summer jobs could be created by 2004.

◊ The employment projection and timelines in the charts below are based on estimates from just a few companies, however, other anticipated forestry businesses have identified similar types of occupational categories. In addition, the projection may be affected by a variety of factors such as the softwood lumber dispute, market conditions and obtaining industry partners.

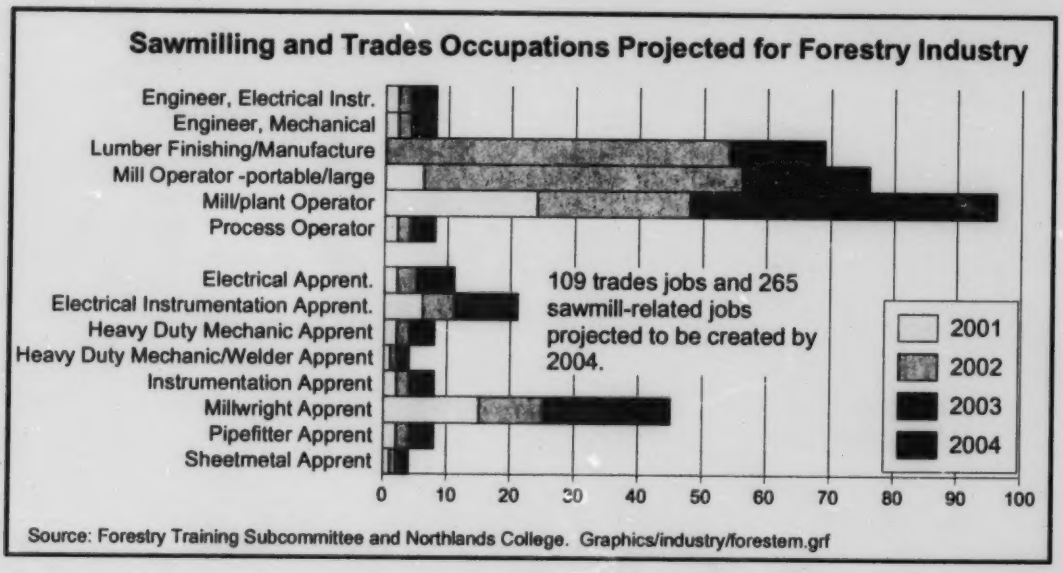


◊ Forest companies consistently identify the need for technical and supervisory employees. The following chart show 106 administration-related jobs could be created in the next few years.



The majority of administration occupations are clerical and supervisory. As well, 217 harvesting-related jobs and 160 summer jobs could be created. Most of these occupations are in hauling and mechanical harvesting.

◊ Forest companies also consistently identify the need for operational and trades employees. The following chart show 265 sawmill-related jobs could be created, with the majority of jobs in mill operation and lumber finishing occupations. Many of these occupations are trained on site. As well, 109 trades-related jobs could be created with millwrights being the most in demand.



- <u>Training is needed in the forest protection sector</u>

  ◊ There is a growing demand for firefighter training, pushed by two factors.
  - In order to work directly for Saskatchewan Environment's fire crews or work on fires outside the province, firefighters must have a Type 2 certification.

  - An estimate of attrition and replacement of retiring firefighters means that Saskatchewan Environment may need to recruit 900 firefighters within 10 years. Currently 800 of the 1,000 Fire Program workers in Saskatchewan Environment work on the fire line annually: 60% are estimated to be over age 45 and expected to retire within 10 years due to the physical nature of the jobs. The majority are from northern communities, are Aboriginal, and are seasonally employed as emergency community firefighters.

  ◊ Fire suppression training will be provided under 2 programs.
  - Prince Albert Grand Council (PAGC) undertakes most of the fire suppression training for its own First Nations communities as well as for other Tribal Councils, under a 5-year agreement signed with the province in 2000. PAGC certifies about 700 people each year in basic and Type 2 training as well as providing Crew Unit Leader certification. These contracted firefighters join department personnel on fires as needed or work on projects in their home communities in times of low fire hazard. One challenge to training is that

PAGC has no input into student selection – if fire crews change each year, PAGC must start training at the beginning.

– In early 2002, a multi-year, multi-agency Forest Protection Worker Training Program was signed to provide a similar funding program for people on Employment Insurance or Social Assistance. The partnership, including Saskatchewan Environment, Saskatchewan Learning, and New North, will provide $1.14M each year for 5 years commencing in 2002 to train about 110 people yearly. Trainees may be employed by communities and may work on projects in their home communities in times of low fire hazard. The program is innovative in that it will provide clients with longer-term career training and planning. As well, in recognition of the technological advancements in firefighting today, Environment has raised the educational requirements for entry into the program to Grade 12 or equivalent.

◊ Northern Air Operations, the province's aircraft unit for forest fire fighting, operates a fleet of 18 fire suppression aircraft and has identified a need for aircraft maintenance engineers. A unique agreement was negotiated between Northern Air Operations and the SGEU union that will allow NAO to train 2 entry-level apprentices to journey certification in partnership with the La Ronge Indian Band and Jim Brady Employment and Training.

- Overview of major forestry operations – existing and proposed

	Location	Overview of Operations
Harvesting	North Central	Kitsaki-Zelinsky signed a Timber Supply agreement with Tolko to supply 118,000 cubic metres to the new OSB plant in 2003. Kitsaki (La Ronge Band) and Montreal Lake First Nations supply some of the mill feed for their joint venture, Wapawekka sawmill.
	Northwest	◊ Mistik Management manages the FMA for its owners, NorSask Forest Products. Its forest area supplies the Norsask mill at Meadow Lake as well as several small First Nations operations on the westside. ◊ Northwest Communities Wood Products is negotiating a Timber Supply agreement with Tolko to supply wood to the new OSB plant in 2003.
	Northeast	Peter Ballantyne Cree Nation, a First Nations partner, supplies some of the mill feed for Wapawekka sawmill. It harvested 65,000 cu m. in the winter
Posts **Pallets**	Pinehouse/ Buffalo Narrows Beauval	◊ Plans are underway for a joint venture with Northwest Communities Wood Products and other partners for small post cutting operations. ◊ Northwest Communities Wood Products are planning to develop a pallet mill and wood shavings packaging operation in late 2002. About 40 mill jobs plus some harvesting/hauling jobs would be created.
Sawmills	Green Lake	◊ Green Lake Metis Wood Products rebuilt its sawmill, which was destroyed by fire in 2000. The new sawmill will be fully operational by summer, employing about 25. It will be capable of producing 60,000 cu metres, utilizing all diameters of wood. Phase 2 will be to add a planer and kiln. ◊ Green Lake Metis Wood Products and Northwest Community Wood Products plan to partner in construction of a $5M finger jointer plant in late 2002.
	La Ronge	The Kitsaki/Zelensky partnership operates the existing sawmill, employing about 50 people at the mill and about 35 in harvesting and hauling. Logging and milling continued through winter and spring, however, because of USA duties, work is proceeding at about 65% and the mill has built up a large inventory. The company plans to slow its training schedule slightly and have a longer summer logging project to keep employees and contractors employed.
	Big River	Weyerhaeuser cut production nation-wide in the winter because of the US tariffs and low market prices. At the Big River sawmill, production was cut by 14M board feet by late 2001 by delaying the implementation of a third shift. The $90M expansion will be in full production in spring 2002 as improvements continue to be made to its operations. Big River also planes dried lumber from Wapawekka sawmill.
	Carrot River	The Wapawekka and Carrot River sawmills cut production by 20M board feet. The production cutback was managed by down time as well as a shortened work week. The mill employs about 110 workers.
	Prince Albert	The Wapawekka and Carrot River sawmills cut production by 20M board feet. Wapawakka generally produces 6M board feet per month. The cut in production at Wapawekka was managed by closing operations for a month during the winter. The mill employs about 50 workers. Its 3 northern First Nations partners supply the mill feed. Lumber is now dried at its own new drying kilns and trucked to Big River for planing. The company also supplies chips to the pulpmill which means an additional $800,000/yr in income.
	Meadow Lake	Meadow Lake Tribal Council purchased 100% of the Norsask sawmill, for which Mistik Management provides mill feed. A new $5M planer is being constructed this year. About 140 people are employed in mill operations.

	Location	Overview of Operations
Pulp	Prince Albert	◊ Weyerhaeuser will continue to improve its costs and safety and reduce its workforce. About 40 staff positions will be eliminated in early 2003. A 10% reduction in hourly positions will be addressed through attrition. The mill increased its apprentice positions from 18 to 28 and will look at other ideas to address trades shortages looming with their aging workforce. ◊ Peter Ballantyne Cree Nation has put on hold its plans for a finger jointer plant in P.A. It is proposed that waste wood from its planned Limestone mill and the Wapawekka sawmill would supply the plant.
	Meadow Lake	Millar Western permanently cut 22 of its 193 jobs at the hardwood pulp mill in early 2002 because of more efficient operations and low market prices. Millar Western is looking at constructing a co-generation steam power facility utilizing waste products once Tolko's OSB plant is operational.
Oriented Strand Board sheeting	Meadow Lake	The 18-month construction phase of the $220M OSB plant will begin in spring 2002 with production planned in late 2003. The mill will be owned 75% by Tolko, and 25% by Meadow Lake Tribal Council, Northwest Communities Wood Products and Crown Investments Corp. It will have a design capacity of 600M square feet of 3/8 inch OSB yearly. The mill will initially produce standard sheeting and move on to engineered products such as stair treads and flooring. Mill feed will come from the northwest and central areas, and waste and chips from existing sawmills and the nearby pulpmill. During construction, 200 person years of employment will be created with local contracting opportunities in catering, security, accommodation, trades, masonry, and site excavation. The operational workforce will be about 130 people, half of which will require extensive industry experience and the remaining positions will require Grade 12 and will be trained by Tolko prior to startup. About 130 jobs will be created by contractors to harvest and truck the mill feed.
	Hudson Bay	Weyerhaeuser operates a new high-tech $200M OSB plant, which started up in 2000. The plant is capable of producing both oriented strand board and oriented strand lumber and can produce 600M board feet/yr. The old OSB plant will cease production in May 2002. Employees will be relocated to the new plant and the plywood mill or be offered retirement packages. Employment at the new plant will increase during 2002 but eventually stabilize again at about 160.
Plywood	Hudson Bay	Weyerhaeuser operates the Hudson Bay plywood facility.
Research	Prince Albert	A Forestry Centre was opened in Prince Albert in late 2001 to provide information, corporate assistance and knowledge. It has a funding program to assist individuals or businesses undertake research into new or improved products and processes.
Proposed	Creighton Deschambault Lake	Peter Ballantyne Cree Nation Meetoos Limestone sawmill project is on hold, however, environmental approvals are already in place and a long-term timber supply is being developed. The original plan was for a $20M sawmill, employing 100-150. Phase 2 would include a sawmill at Creighton.
	Beauval	Northwest Communities Wood Products is continuing negotiations for a major industry partner in a new $15 M sawmill at Beauval. Long-term plans include a diversified value added industry such as pre-fab housing.

	Location	Overview of Operations
	La Ronge	◊ Kitsaki-Zelinsky continues to plan for a new $40M sawmill/planer mill/kiln complex utilizing softwoods and hardwoods, with or without a major partner. By autumn, it expects to have a location determined for the plant and a Timber Supply License from SERM, which could be used as equity to raise funding for the new plant when markets stabilize. ◊ In the longer-term, the company is planning an engineered wood products facility associated with the planned sawmill, estimated at $10-30M, which would generate about 100 direct and indirect jobs.
	Potential site: Prince Albert	◊ The Alberta Newsprint Company should have a feasibility study completed by late 2002 to determine if the province has the wood, water and power to support them spending $650M on a newsprint plant. ANC is encouraged by an abundance of wood chips from Saskatchewan's existing and proposed operations. An ANC plant could begin production about 3 years after a decision is made. It would employ about 200 people and create about 400 spin-off jobs.

Forestry Sector Forecast

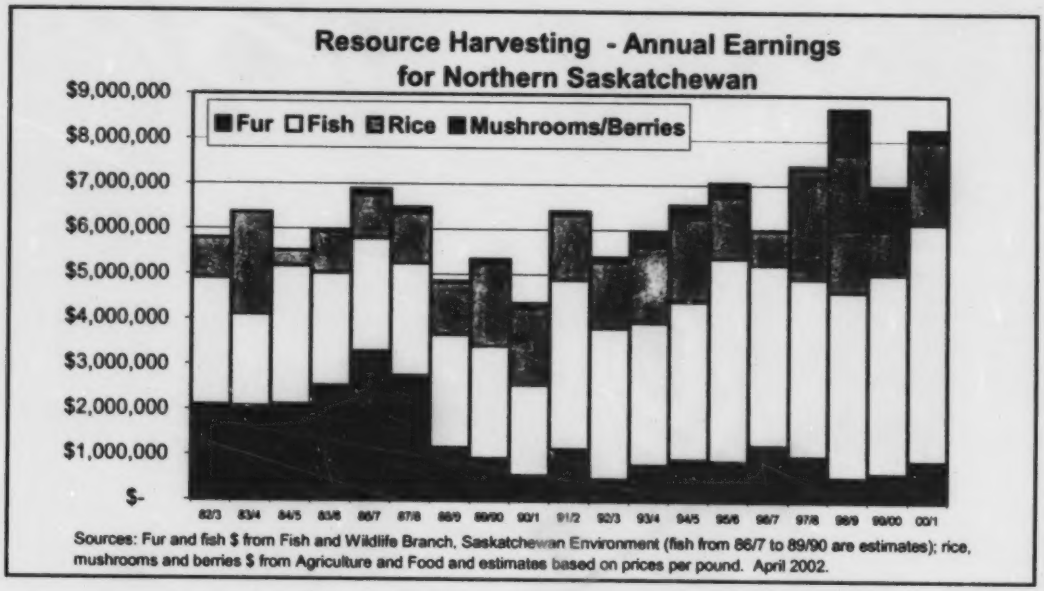
- Forestry opportunities as a result of the province's new forestry strategy are developing steadily although more slowly than initially planned, enabling the Forestry Training Sub-committee (a subcommittee of the Northern Labour Market Committee) to keep abreast of the training demand.
- About 850 positions are projected to be created by 2004, based on just a few companies
- The industry continues to identify the need for workers with trades, process operations, supervisory, and technical training.
- Future opportunities are projected in the production of value-added products like millwork, flooring and furniture.
- Fire suppression training is also in demand, pushed by increased education and skill levels required in today's more technically advanced suppression methods and by looming retirements of aging firefighters.

Labour market demand	**Course offerings 2002-2003**
Industry continues to identify the need for workers with trades, process operations, supervisory, and technical training. New jobs projected to 2004 106 administration jobs 217 harvesting jobs 109 trades jobs 265 sawmill jobs 160 summer jobs	Eco-tourism Log Home Building Mechanics Entry Stand Tending Fire Protection Training Forestry Training as partnerships develop with industry. Forestry Partnership Approved Programs **Academic upgrading and Pre-technologies**

3.5 Resource Harvesting Sector

Resource harvesting provides important seasonal income for many people in the northern region. There are about 4,000 seasonal jobs in fur trapping, commercial fishing, wild rice production, and the collection of berries, mushrooms, and alternate forestry products, as shown in the following section. Many people work at a combination of these activities throughout the year, depending on the season.

Income from resource harvesting has remained fairly stable over the past 2 decades at about $6 to $7 million per year – about $2,000 per job. Declining trapping income throughout the 1990s has been offset by increasing revenues from wild rice and commercial fishing, as shown in the following chart.



Sources: Fur and fish $ from Fish and Wildlife Branch, Saskatchewan Environment (fish from 86/7 to 89/90 are estimates); rice, mushrooms and berries $ from Agriculture and Food and estimates based on prices per pound. April 2002.

- Trappers optimistic that **fur industry** is reviving

  ◊ Northern trappers received more money for their furs this winter.

  - Northern trappers took home $885,000 for their furs in 2000-2001, an increase of $268,000 from the year before. Total provincial revenues were $1.9 million.

  - Northern earnings are up 70% from 2 years ago. The increase is entirely due to improved fur prices since the number of pelts harvested has remained stable at about 40,000 for the past 3 years.

  - Competition for fur was strong at winter and spring auctions, despite slow economies in the Unites States and Asia and mild winters in Canada, the United States and China. Northern pelts are primarily sold on consignment at auction houses in eastern Canada. North American Fur Auctions (previously owned by Hudson's Bay Company and now

owned by the Canadian Fur Division management group) is the largest fur auction house in North America. Another company, Fur Harvesters Auction, is owned equally by native and non-native trappers. Auctions are conducted four or five times each year, both in Toronto and New York. Attendance at auctions is international, with representation from North America's major fur markets of New York, Montreal and Toronto, European centres in the U.K., Italy, Germany and Greece, along with Russia and the Baltic countries, and Asian markets of China, Korea and Japan.

◊ Demand for furs increased in 2001 partly due to a more innovative use of furs, which is creating a resurgence in the popularity of fur garments. The demand is led by a new fashion line of sheared and dyed women's apparel, mostly designed in Montreal and New York, as well as for traditional fur hats for Russia.

◊ An aggressive marketing campaign also has helped increase demand. Expanded markets and higher prices are needed to retain aging trappers and attract younger trappers to the business.

- North American Fur Auctions is working with North American Fur Association, the promotional organization responsible for expanding markets for fur produced in Canada and the United States. Promotional activities include public relations agents, seminars, workshops, fashion shows, newsletters and advertising around the world. China, Russia, and eastern Europe are priorities for aggressive marketing campaigns.

- Another marketing idea being pursued by trapper associations in the territories is the creation of "signature" labels or logos to set their northern wild fur apart from other furs.

◊ Canada agreed in 2001 to comply with the European Union's international standards for traps in order to market Canadian wild furs in many European countries. Canada is testing alternate trap methods for land use to be in effect by June 2007.

◊ The industry recognizes the need to attract youth and train its workforce in order for the industry to expand.

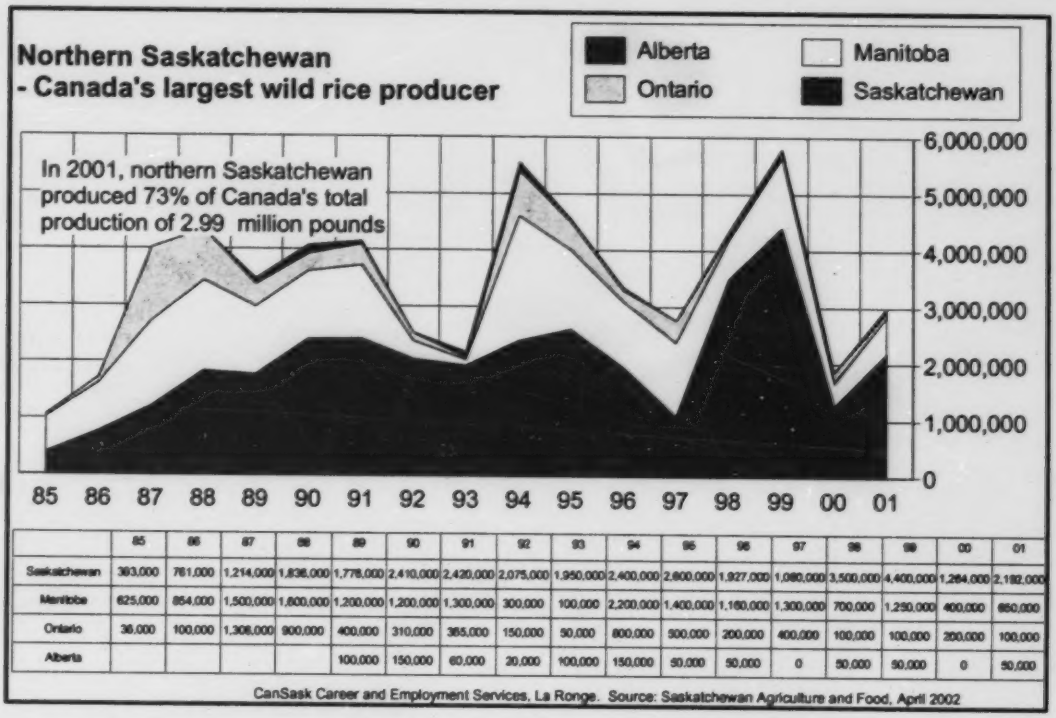
- The total number of licensed trappers in the north has steadily declined over the past 20 years, from 3,350 in 1980 to 1,800 in 2001. Provincially, the number of licensed trappers has declined by 20,000. Northerners now make up two-thirds of the licensed trappers in the province.

- The Trappers Association is involved in training seminars to train trappers in the new regulations as required under the European Union's international standards.

- In late 2001, a Traditional Economies Subcommittee (to the Northern Labour Market Committee) was formed to assist commercial fishermen and trappers with their training needs.

- Northern Saskatchewan is the largest **wild rice** producer in Canada

  ◊ Northern Saskatchewan continues to be the leader in wild rice production in Canada, growing 73% (2.19 million pounds) of Canada's total production of 2.99 million pounds in 2001. Saskatchewan's harvest in 2001 was close to its 10-year average of 2.33 M pounds.



	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01
Saskatchewan	363,000	761,000	1,214,000	1,836,000	1,778,000	2,410,000	2,420,000	2,075,000	1,950,000	2,400,000	2,800,000	1,927,000	1,080,000	3,500,000	4,400,000	1,264,000	2,192,000
Manitoba	625,000	854,000	1,500,000	1,800,000	1,200,000	1,200,000	1,300,000	300,000	100,000	2,200,000	1,400,000	1,160,000	1,300,000	700,000	1,250,000	400,000	650,000
Ontario	38,000	100,000	1,308,000	900,000	400,000	310,000	365,000	150,000	50,000	800,000	500,000	200,000	400,000	100,000	100,000	200,000	100,000
Alberta					100,000	150,000	60,000	20,000	100,000	150,000	50,000	50,000	0	50,000	50,000	0	50,000

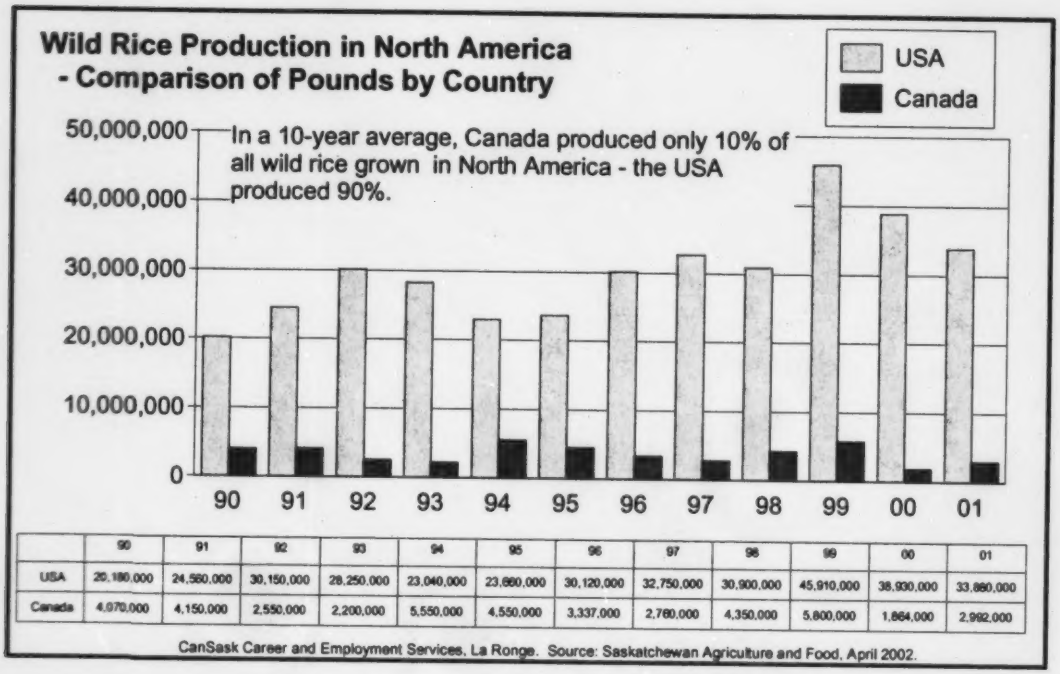
CanSask Career and Employment Services, La Ronge. Source: Saskatchewan Agriculture and Food, April 2002

◊ Low inventories helped to increase the price of rice to $.80/lb. This resulted in producers earning about $1.8 million.

◊ Last year, growers in northern Saskatchewan received "organic" certification for their rice through Pro-Cert Organics.

◊ Even with organic certification, northern Saskatchewan marketers face strong competition from American paddy rice. Yields in California can be as much as 10 times higher while yields in Minnesota are 3 to 4 times higher than Saskatchewan. As well, American growers often market their product as "natural". The use of the term "natural" has fewer legal restrictions than organic but the restrictions vary greatly in different jurisdictions. Natural products may permit the use of chemicals or fertilizers that are not allowed in organic production.

◊ On average, Canada produces about 10% of the wild rice grown in North America. The United States produced 34 M pounds in 2001 compared to Canada's production of 3 M pounds, as shown in the graph below.


Wild Rice Production in North America
- Comparison of Pounds by Country
USA
Canada
In a 10-year average, Canada produced only 10% of all wild rice grown in North America - the USA produced 90%.
50,000,000
40,000,000
30,000,000
20,000,000
10,000,000
0
90 91 92 93 94 95 96 97 98 99 00 01

	90	91	92	93	94	95	96	97	98	99	00	01
USA	20,180,000	24,560,000	30,150,000	28,250,000	23,040,000	23,660,000	30,120,000	32,750,000	30,900,000	45,910,000	38,930,000	33,880,000
Canada	4,070,000	4,150,000	2,550,000	2,200,000	5,550,000	4,550,000	3,337,000	2,760,000	4,350,000	5,800,000	1,864,000	2,992,000

CanSask Career and Employment Services, La Ronge. Source: Saskatchewan Agriculture and Food, April 2002.

- Production was reduced by 5 M pounds in the United States last year, reducing the inventories. Reduced inventories combined with strong sales of rice should keep the market strong for this year.

- In 2001, there were168 wild rice growers in northern Saskatchewan. Our industry is comprised of many small producers, half of whom generate less than 5,000 pounds for an annual income of less than $5,000.

- About two-thirds of the wild rice is processed at the 2 Saskatchewan processing plants, both located in northern Saskatchewan at La Ronge and Denare Beach. The La Ronge plant alone processes about half of the Saskatchewan harvest. These plants employ about 70 people for a few months of each year. The remaining one-third of the crop is sent to Minnesota, Manitoba, or Ontario for processing.

- Currently, only 2 major Saskatchewan marketers operate in the province - Northern Lights, owned by the Lac La Ronge Indian Band, and Riese's Canadian Lake Wild Rice of La Ronge. They market most of the Saskatchewan growers' products across North America and Europe.

- Revitalization of the northern **commercial fishing** industry

  ◊ The provincial government and the Saskatchewan Commercial Fisheries Limited (SCFL) have plans to double the value of the industry. Several initiatives are already underway.

  - Seventeen fishing cooperatives across the north completed upgrades to their facilities by summer 2002 under *Northern Saskatchewan Fisheries Infrastructure Program* (administered by Northern Affairs and funded from the Centenary Fund). The program provided $700,000 for new fish packing plants, ice houses, equipment and improvements to existing facilities. With partnerships, however, the total infrastructure improvements totaled about $1M.

  - The province provides about $340,000 annually in fish transportation subsidies to offset some of the fishermen's transportation costs. Currently, fish are transported to Freshwater Fish Marketing Corporation (FFMC) in Winnipeg for processing and marketing. FFMC administers the subsidy payments, which vary within 7 lake zones.

  - FFMC continues to market fish for Saskatchewan through its strong, established relationship with brokers around the world. 63% of the product is shipped to the United States, 22% is sold overseas, and 15% is sold within Canada.

  - *The Commercial Fishing Industry Sector Partnership Report* of 2001 identified training needed for revitalization of the industry such as co-operatives' Board training, food processing, grading and packing, inspectors, and youth programs.

  - In late 2001, a Traditional Economies Subcommittee (to the Northern Labour Market Committee) was formed to assist commercial fishermen and trappers with their training needs.

  - In April 2002, the *Northern Aquaculture Sector Development Study* was completed. It suggests that the commercial culture of rainbow trout could be feasible on 4 of the 21 lakes it examined. 28 trout cages could support 196 direct jobs, 68 processing jobs, 14 hatchery jobs and 70 spin-off jobs, representing an annual payroll of $8M. The report recommends undertaking aquaculture training programs, a business development strategy, and a pilot project at Amisk Lake to demonstrate financial feasibility. Potential negative aspects of aquaculture are disease and water quality issues and a threat to commercial fishing from low-cost, high-volume farmed fish.

  - In March 2002, a study concluded that a filleting and processing plant located in Saskatchewan could be feasible. FFMC and SCFL propose that FFMC continue to market Saskatchewan's fish through their established markets. Fish from the northern region, however, would be processed at a new Saskatchewan plant owned by co-ops and investors rather than at FFMC's Winnipeg plant. Prince Albert is recommended for the plant location because freight costs would be lower from the more central location. The plant is projected to cost $2.6M and employ 28 workers. Additional revenue could be made from processing waste into fishmeal for feed plants. New de-boning technology could provide

an additional 10% markup on the product. The next step will be for SCFL to finalize marketing details with FFMC and arrange funding. (*Feasibility Study and Business Plan for the Establishment and Expansion of the Saskatchewan Commercial Fish Processing Industry*)

◊ The northern commercial fishing industry has an aging, under-trained workforce. The industry recognizes the need to attract youth and train its workforce in order for the industry to expand as planned.
- The size of the workforce has remained unchanged for the past decade at about 540 active licensed fishermen and 1,000 helpers. New jobs include 70 fish packers/processors and 9 FFMC buying agents.
- The majority of the northern workforce is Aboriginal, male, and aging - 45% are over age 45.
- The average education level for those working in the commercial fishing industry is low – two-thirds have some high school but have not completed grade 12.
- Commercial fishing is generally seasonal and not the main occupation. Taxable income on average is $5,818 per fisherman.

◊ Fishing earnings increased in 2000-2001. Commercial fishermen in the northern region earned $5.3 million from fish sales, double the earnings of a decade ago.
- Fishermen sold 3.14 million kilograms of fish to FFMC through local agents, earning them $4.9 million in initial payments.
- Fishermen also peddled 137,052 kilograms of fish within the province, earning them $333,847.

• Potential for **wildcrafting** – harvesting alternate forest products

◊ Wildcrafting, a fledgling industry in northern Saskatchewan, depends on knowledge of what to pick, long hours, hard work, good prices, and marketing depots in order to make sufficient returns.

◊ Although tariffs are creating uncertainty for the province's softwood lumber industry, northern forests hold potential for the production of non-traditional, organic products like mushrooms, birch and maple syrup, and fiddleheads.

◊ The wild mushroom harvest in 2001 was down considerably from the previous two years. Fewer fires in the previous year reduced the acreage of burned area that is required for the growth of morel mushrooms. Also, the warm dry summer reduced yields of chanterelles and pine mushrooms. However, 30,000 pounds of chanterelles were harvested for a value of $150,000 to the pickers. These mushrooms are primarily harvested in the La Ronge, Wapawekka and Deschambault (Bear River) area. There was a relatively good crop of pine mushrooms harvested, with an estimated value of $100,000.

◊ A new area for mushrooms was discovered last year north of Southend (along Highway #905). This has stimulated interest in wild mushrooms in the Athabasca region since some pickers were earning several hundreds of dollars a day harvesting pine mushrooms. Saskatchewan Agriculture, Food and Rural Revitalization and a mushroom buyer provided an information meeting in the spring at Stony Rapids.

◊ The three-year Agriculture Development Fund wild mushroom research project completed its first year. The project is designed to increase our knowledge of wild mushrooms and their habitat. This information will be useful in developing land use and timber harvesting management plans.

◊ A northern First Nations corporation is beginning to develop a mushroom buying and marketing arm and plans to obtain organic certification for the mushrooms it markets.

◊ Some Labrador tea harvesting was carried out in conjunction with a company from Saskatoon. Information on yield of essential oil, best time and method of harvest was gathered.

◊ Saskatchewan Agriculture, Food and Rural Revitalization carried out several workshops and presentations on Non-Timber Forest Products.

◊ Two projects on Non-Timber Forest Products were funded through the Resource Opportunities for Northern Communities Program of Natural Resources Canada. These projects were administered through the Canadian Forest Service in Prince Albert.

Resource Harvesting Sector Forecast

- There are about 4,000 seasonal jobs each year in resource harvesting in the north, providing northerners with about $7.5 million in income – about $2,000 per job.
- Many people work at a combination of resource harvesting, forestry, fire fighting, and mineral exploration jobs throughout the year. Potential exists to formalize this seasonal work into a career option and assist those who love the work to develop their seasonal activities and skills into a career with year round income.
- Like other sectors, products from resource harvesting compete on the international market. Northern producers face barriers of longer distances to markets, small quantities of product, low prices, and lack of a marketing "signature" logo.
- Another challenge to the industry is the aging workforce, particularly in fishing and trapping. Young people in the north have more career options today. The industry would need to see substantial increases in prices and undertake a marketing campaign to attract young people to the industry.
- Although trapping has been in a downward cycle over the last decade, commercial fishing seems to be reviving under a government strategy, and wild rice production has increased under a strong marketing structure and organic certification. Wild mushrooms, with organic certification offer potential employment and income from northern forests.

Labour market demand	Course Offerings 2002-2003
Business skills Aquaculture techniques Safe food handling Training in the use of new technologies	Management Skill Workshops Entrepreneurship and Business Training Academic upgrading Business certificate program via satellite from SIAST On-line courses in small business management and web page design both credit and non-credit Trapper Training

3.6 Construction and Trades Sector

- Shortage of trades workers

◊ Northern Saskatchewan, like other areas of the country, has a shortage of trained trades workers, particularly plumbers, electricians, carpenters, framers, bricklayers and drywallers. Provincially, causes of the trade labour shortage include retirements, exodus to other provinces, and a shortage of youth entering the sector. In the northern area, the shortage is a long-standing problem.

◊ Some of the barriers that trades workers in the north face are lack of academic prerequisites for training, English as a second language, inability or unwillingness to be mobile, lack of employment opportunities in small communities, and seasonal, short-term jobs that make it difficult for workers to accumulate trade time. Current apprenticeship training also poses a barrier in that workers must have jobs before they can enter trades training and gain certification.

◊ The northern region's young workforce has a huge opportunity to access jobs in the trades and construction sector. Challenges that must be overcome were presented by the Saskatchewan Construction Association and include acquiring basic skills like reading, writing, trade-related maths, safety awareness, and computer-related skills. Workers also need to be mobile across markets (between commercial and residential sectors) and across regions (between communities and provinces) by overcoming fears of leaving hometowns and by acquiring inter-provincial certification. Training institutions also face a challenge in their capacity to train the number of trades workers that are needed.

- Skilled construction and trades opportunities available over the next few of years

◊ Over the next 12 months, construction will start on 4 new private sector projects. Other new projects in the forestry industry have been delayed in the short term, providing more time for training agencies to train workers for the projected jobs.

– Construction on Tolko's OSB plant near Meadow Lake will start in spring 2002. The tender was awarded to Keewatin-Procon, a joint venture between the Athabasca Basin Development Corporation and Procon Industries. Construction will require 200 person years of employment during an 18-month construction phase. Keewatin-Procon plans to give priority employment to workers from the northwest side. Other contracting

opportunities for local companies during construction include catering, security, accommodation, trades, masonry, and site excavation.

- Northwest Communities Wood Products are planning to build a pallet plant in 2002 to be operational by late 2002. And, in partnership with Green Lake Metis Wood Products, a finger-jointer plant is planned to be operational in late 2002/2003.

- Cameco is planning to begin construction of Cigar Lake mine in 2003, subject to regulatory approval and market conditions. Construction would take about 27 months, employing about 250. Capital costs are anticipated to be about $350M.

◊ Government-funded institutional, and infrastructure projects such as roads, water and sewer projects, a new hospital, and new schools will create some local employment opportunities.

- Construction on the Athabasca Health Facility in Stony Rapids should be completed in November 2002. Points North Construction, a joint venture of Athabasca Basin Development Corporation, Graham Construction, and Points North Freighting, began construction in July 2001. Local ownership, local labour clauses, and a local employment referral company have ensured that workers from the Athabasca region get jobs with subcontractors at the site.

- Keewatin Yathe Health District is in the early planning stages for a new health centre in Ile a la Crosse and new primary health care centres in Beauval and Buffalo Narrows. Initial plans will be submitted to government in autumn 2002. Architectual design and tendering would follow. Construction on the projects could begin in about 3 years. The health district is planning to incorporate trades training programs at the construction sites. If the 2 primary health centres are also approved, construction start dates could be staggered to provide continuous construction employment over the course of the 3 projects.

- Construction on a new school will begin in Ile a la Crosse in 2003 to be completed by 2004. During 2002, the planners will explore the possibility of the school being a joint use facility with local partners in the community. Construction could also begin within the next 3 years on a new school in La Loche.

- A new $6.9M elementary school is under construction near La Ronge for the Lac La Ronge Indian Band. Construction should be completed by autumn 2002. As well, Indian and Northern Affairs is considering proposals for 3 other First Nations schools at La Loche, Deschambault, and Pelican Narrows, totaling $11M.

- Road projects in the north for 2002 include improvements valued at $3M near Beauval, as well as improvements near Cumberland House, Pelican Narrows, Montreal Lake, and Cole Bay. Provincial contracts awarded in the northern region contain local employment clauses.

- A study of possible routes and construction costs to improve the all-weather and seasonal roads into the far north was completed in spring 2002 for the Athabasca Economic Development and Training Corporation.

- Oil Sands committees at the local and provincial level continue to pursue funding to build a 70-km section of road linking northern Saskatchewan residents to employment opportunities at the Fort McMurray oil sands projects. The road would also benefit forestry companies and the tourism industry.

- Water and sewer upgrades in northern municipalities are continuing to 2005 under the Canada-Saskatchewan Infrastructure program at a total cost of $24.9M over 5 years. In general, about one or two local jobs are created during each community project.

◊ Although private home construction has slowed in the past couple of years in larger northern centres, social housing projects in small communities will continue under the three-year northern housing program implemented in 2000. $9M will be provided between 2000 and 2003 for the stimulation of new off reserve housing units across the north, including construction of new units and home repair programs. In addition, $5M is provided for maintenance contracts for the existing 1,162 units, of which northern contractors have generally won in excess of 60%. The demand for social housing units continues to be high, particularly in small communities where other options are not available.

◊ About half of the 44 trades occupations in the province are involved in the construction and maintenance of buildings.

• <u>Initiatives increase training and employment in construction trades</u>

◊ Improving the link with schools:
- *Exploring Trades and Technology* curriculum provides an opportunity for northern schools to link their high school students to industry with the chance to explore trades and technology occupations and have hands-on learning experiences.

◊ Improving accessibility to training:
- A unique carpentry training program began in spring 2002 at Stony Rapids in conjunction with construction of the new Athabasca health centre. Innovative delivery methods include a low student-teacher ratio to provide a close mentoring relationship; classroom training alternating with on-the-job training at the health centre; and trade time given for students' work experience on the health centre.

- The new Aboriginal Apprenticeship Initiative, funded by Saskatchewan Learning, provided $400,000 last year to increase Aboriginal participation in the trades by 90 people. It is anticipated that the Initiative will provide a similar amount in 2002-2003. Under this project, partnerships among employers, communities, and First Nations are encouraged to submit proposals for training Aboriginal students in innovative, cost-sharing ways.

- Apprenticeship training is often delivered in northern communities rather than having northern students relocate to southern training institutes. During 2002-2003, trades training will be delivered in La Loche, Buffalo Narrows, Creighton, and La Ronge.

- Some trades training can now be completed using the internet, increasing the accessibility to northern and rural people. SIAST offers an on-line level one electrician program and is looking at offering on-line programs in other trades. SaskPower has developed a distance education course for powerline technicians.

◊ Improving accessibility to jobs:

- Local hiring clauses are included in contracts for most construction projects in the northern region, enabling northerners to gain entry into a construction trade and gain trade time toward certification.

- The Northern Apprenticeship Committee, an industry-agency partnership and a subcommittee of the Northern Labour Market Committee, indentures apprentices to the committee rather than an employer, enabling apprentices to have continuous indentureship and more stable employment in which to more quickly complete their training and work hours towards certification.

Construction Sector Forecast

- The demand for construction and trades workers is expected to continue as more tradespeople are needed to serve the needs of a growing population. Government and private industry projects will also push the demand for skilled trades people for projects under the 3-year provincial housing program, water and sewer projects, construction of Cigar Lake mine, and proposed forestry sawmills.

- Construction of new mines and new forestry facilities is occurring more slowly than anticipated, providing more time for training agencies to train workers for the projected jobs.

- The most frequently cited trade labour shortages are carpenters, plumbers, electricians, framers, bricklayers and drywallers.

- The labour shortage of skilled workers is being addressed through such initiatives as connecting Aboriginal people to trades careers, innovative delivery methods, improving the image of trades occupations through a marketing campaign, and forging links with schools to encourage young people to enter the trades.

Construction Sector Forecast	
Labour market demand	**Course Offerings 2002-2003**
Carpenters, framers, and cabinet-makers Electricians Plumbers Welders and metal workers Trades helpers and labourers Heavy Equipment operators Heavy equipment mechanics Road maintenance Electrical and mechanical engineers Powerline technician	Developmental Studies/pre-technologies Adult 12 Carpentry Level II Carpentry Level III Welding pre-employment Industrial Mechanic pre-employment Electrical pre-employment Refrigeration Operator/Engineer Mechanic Entry University: 1st and 2nd year Arts and Sciences Exploring Trades and Technologies at northern high schools

3.7 Commercial Services Sector

- Growth in **personal and business services**

  ◊ The commercial service sector includes personal and business services, recreation, accommodation, and transportation. Employment in this sector totals 1,390 in such occupations as administrators, hotel and restaurant workers, retail staff, accountants and book-keepers, truck drivers, and hair stylists. Between Census1991 and 1996, this sector grew by 45%.

  ◊ Some northern communities, which primarily provided hospital, training, or government services a few short years ago, have evolved into regional service centres. Communities such as La Ronge, Buffalo Narrows, La Loche, and Ile a La Crosse are service hubs for outlying communities, providing accommodation, retail, dental, legal and business services. This development is driven by a growing population, a demand for services, and an increase in funding options that enable local entrepreneurs to set up businesses.

  ◊ Provincially licensed day care centres in northern Saskatchewan provide employment for many people, in particular women, many with lower education levels. In the next few years, day care workers will be required to meet higher education standards set by the province. Directors of daycares will be required to hold an Early Childhood Education (ECE) 2-year diploma rather than a 1-year certificate. Workers at daycares currently require 120 hours of orientation but, by 2005, 30% must also have an ECE certificate and, by 2007, 20% must have ECE diploma. Many workers face challenges in attaining the new certification requirements because they cannot leave their families to attend 10-month ECE programs in larger centres. As well, some will need academic upgrading to meet the program entry requirements. Options to overcome these barriers include utilizing correspondence courses

but ensuring a tutor is available, delivering the course in northern communities, or developing a co-operative education model of in-class training alternating with work phases.

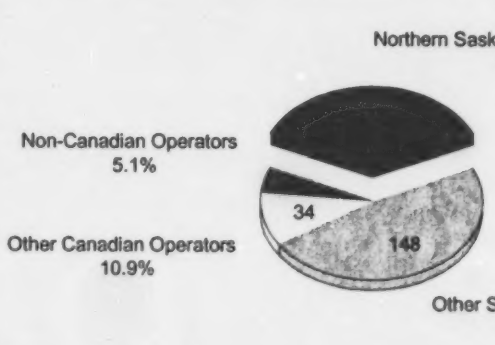
◊ Northern companies undertake most of the service contracts at the mines in northern Saskatchewan. Sakitawak Development Corporation, Northern Metis Site Services, Clearwater Catering, Prince Albert Development Corporation, and Athabasca Catering, all owned by northern Aboriginal partnerships, provide all catering, janitorial and security services at northern mines. These companies employ about 200 workers of whom most are northerners. This spring, Athabasca Catering recalled catering and janitorial workers to the Rabbit Lake mine as mining and milling recommenced at the site.

◊ Forestry companies have suggested that northern entrepreneurs establish equipment service centres to meet the needs of the projected forestry boom in the north.

- Over 300 **tourism outfitters** in northern Saskatchewan

◊ As of autumn 2001, 312 tourism outfitters were licensed in the northern region. The sector is primarily comprised of owner-operated small businesses, most of which operate on a seasonal basis or have peak seasons. Most owner/outfitters also employ one or more local people as guides and cooks, creating a seasonal workforce of at least 900 people.

Tourism outfitter industry in northern Saskatchewan



312 tourism ventures are licensed in northern Saskatchewan, with over one-third of them owned by residents of the northern region.

Most outfitters operate their own operations and employ 2 or more seasonal workers as guides and cooks, creating a seasonal workforce of at least 900 people.

Source: Saskatchewan Environment, from A Report to the Minister of Saskatchewan Environment and Resource Management on Enhancing Outfitting Opportunities in Northern Saskatchewan, October 2001.

◊ In November 2001, the Northern Outfitting Review Committee presented to government its report, *A Report for the Minister of SERM on Enhancing Outfitting Opportunities in Northern Saskatchewan*. The report explores potential new opportunities for northern and provincial tourism in Aboriginal cultural tourism, eco-tourism and adventure tourism. The report recognizes that the region is fully utilized in terms of fish and game and lake allocations. However, the report suggests ways to increase northern participation by training local people for employment and ownership, and by encouraging outfitters to consider local people when filling vacancies or considering business sales.

◊ In order to encourage private sector investment in the northern tourism industry and improve accessibility to the region, many northerners feel that government must invest in roads and other infrastructure in the region.

- **Transportation** industry tied to economic cycles in mining, forestry, construction, and tourism

◊ There is a critical shortage of qualified commercial **truck drivers** across Canada. The trucking industry that serves the northern mines could also experience a shortage over the next few years if proposed forestry and mining projects proceed.

◊ Northern Resource Trucking, the main carrier for northern mines, signed a new 5-year contract with Cameco in September 2000 and a 5-year contract with Cogema in summer 2002. The company has diversified into other sectors since mining activity declined over the past couple of years. NRT began a log haul operation in 2001, contracted by Woodland Cree Resources, to load and haul logs out of the bush to the Weyerhaeuser pulpmill and the Wapawekka sawmill at Prince Albert and to Weyerhaeuser's sawmill at Big River. It also manages a fleet of fuel trucks through its Gibson's Petroleum company in La Ronge. NRT is owned 71% by northern First Nations and Metis communities.

◊ A decision to proceed on construction of Cigar Lake mine in 2003 with accompanying mill renovations at McClean Lake and Rabbit Lake mines, would create additional freighting opportunities for northern companies and drivers.

◊ The projected forestry boom in northern Saskatchewan is expected to increase the demand for local truck drivers and owner-operators. However, the Forestry Report Phase II indicates that most of the existing loading and hauling contractors feel that they can accommodate the increased volume either by extending the operating period or by adding shifts. Through interviews with forestry contractors, the report also found that truck driving had very poor employee retention rates. Training may be needed, therefore, not only to fill projected new jobs but also to replace drivers lost through attrition.

◊ One of the main barriers to northerners accessing driving occupations is the lack of a basic driver's license. Many residents of small northern communities do not have access to vehicles, driver training programs, or testing.

3.8 Public and Non-Commercial Services Sector

The public sector includes jobs in federal, provincial and municipal government as well as jobs in education and health that are government funded. The sector includes occupations in health care, teaching, municipal services, and federal and provincial administration.

- Addressing skill shortages in **health care**

◊ The northern region encompasses 3 health districts. Each of the northern health districts will soon have new health centres in operation, offering employment opportunities in the areas of

acute care, long-term care, laboratories, counseling, and community health education. All the facilities are experiencing shortages of nurses, lab technicians and doctors.

- The Athabasca Health Authority will have its new $12.4M health centre completed in Stony Rapids in early 2003, replacing the old hospital in Uranium City. Provincial and federal staff from other locations will be transferred to this joint federal-provincial facility.

- The Keewatin Yathe Health District's new $11.2M hospital in La Loche opened in August 2001, replacing an old hospital and consolidating community services under one roof. The workforce increased from 48 to 71 full time equivalent positions because of the expansion in services and the need to meet current standards.

- The Keewatin Yathe Health District is now in the early planning stages for a new health centre in Ile a la Crosse to replace the aging facility there. The District's proposal includes the health centre as well as new primary health care centres in Beauval and Buffalo Narrows. If approved, the 3-facility project could cost about $25M and construction could begin in 3 years. The health district anticipates that the health centre workforce will increase because of the expansion in services and the changes needed to meet current standards,

- The Mamawetan Churchill River health district, covering the north central and northeast, opened a new health centre in 1996 in La Ronge. The La Ronge facility is certified as a training centre for the delivery of some health care programs. As well, the district can deliver training at the Flin Flon hospital for some health programs for Creighton and the northeast.

◊ First Nations also deliver health services in their reserve communities. The Northern Inter-Tribal Health Authority signed a three year $5.7M health services agreement with Health Canada in October 2001. This pilot project includes the Lac La Ronge Indian Band, Peter Ballantyne Cree Nation, Prince Albert Grand Council and the Meadow Lake Tribal Council. The aim of the agreement is to pool existing resources for health services to eliminate service duplication and use funds more efficiently. The Authority will be responsible for the delivery of community-based health, addictions and mental health services, tuberculosis screening, primary care and support services as well as administration services and health planning and research. Previously, services were delivered under separate agreements with individual bands and tribal councils.

◊ Total employment in the northern health sector is estimated at 1,000 people. The three northern provincial health districts of Keewatin Yathe, Mamawetan Churchill River, and Athabasca Health Authority, employ approximately 200, 255 and 20 respectively. Federally funded programs on the 12 northern First Nations employ an estimated 500 people as nurses, dental technicians, addictions workers, community health educators, and support staff.

◊ The provincial government realizes that a province-wide strategy is needed to meet the current and future needs for health care workers across the province. In spring 2002, a strategy was implemented to retain and recruit health professionals in the province. The plan

includes initiatives to train more people, train and recruit more Aboriginal workers, implement province-wide human resource planning, and implement an advertising campaign. The department is providing $2.7M to fund 220 bursaries this year in difficult-to-recruit health professions such as nursing, health inspectors, and medical laboratory technologists.

◊ Health districts in northern and rural areas have more difficulty in recruiting nurses, lab technicians, emergency medical technicians, doctors, and counselors because they must compete with other districts and provinces that can offer more services and amenities. It is important, therefore, that residents from the region are trained in health care careers because they are more likely to remain in the north.

◊ Two new health-related programs are being offered to attract more Aboriginal and northern people into the health care profession, as a result of a Memorandum of Understanding signed by 11 partners in June 2001.

- In autumn 2002, a second intake of 40 students will be accepted into a Northern Health Sciences Program at Saskatchewan Indian Institute of Technologies at Woodland Campus in Prince Albert. This 10-month preparation program provides mentorship and assists students interested in nursing and other health careers to obtain their math and science prerequisites. The first intake last year had 26 students from across the north.

- In September 2002, the Northern Nursing Education Program, a 4-year nursing degree program, will commence at Saskatchewan Indian Federated College in Prince Albert with 40 students. These students must meet the existing entrance criteria to the program (over age 21 or 65% average if right out of Grade 12). Aboriginal people from Prince Albert and north will receive preference. SIFC was able to find clinical placements for the students as required in the program curriculum. These 40 seats are in addition to existing seats offered in Saskatoon and Regina. Prince Albert was chosen for several reasons: access to clinical placements for 40 students, housing for students, and access to instructors. The program is very costly to deliver at over $1M – in the future some components may be developed for distance delivery.

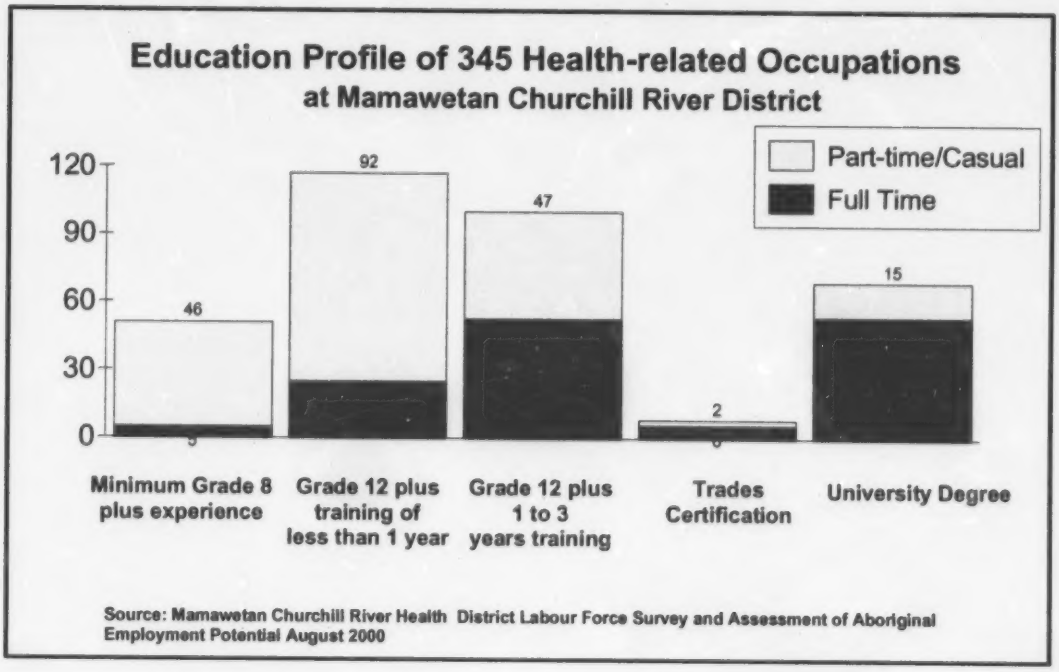
◊ The Kids First North program will create new jobs for 15 to 20 people across the north to ensure pre-school children are healthy and school ready. Workers will screen, assess and provide integrated services. The program is jointly planned and managed by the Saskatchewan Departments of Health, Learning and Social Services and funded by the federal government.

◊ A report to government in late 2000 recommended that more ambulance personnel, particularly in rural and northern areas, should have advanced training. Currently, about 80%of the province's ambulance calls already have certified Emergency Medical Technicians (EMTs) on board. Saskatchewan Health, under its Action Plan for Health, has targeted areas of the province, such as Keewatin Yathe Health District where emergency services are just being developed, to assist them in funding First Responder and EMT training. The goal is to upgrade existing Emergency First Responders (which require 40 hours of training) to certified EMTs (312 hour training program with a grade 12 entrance requirement).

◊ The three northern health districts are also working together with training agencies through the Health Training and Employment subcommittee to the Northern Labour Market Committee to address the immediate and long-term skill shortages.

◊ An education profile of occupations at the Mamawetan Churchill River Health District shows that health centres create opportunities for people at all skill levels. The following graph shows that:

- 49% of positions require less than one year of post-secondary education. 31% of positions require one to three years of technical training, and 20% are in the high skill class, requiring a university degree.
- Workers at higher skill levels have more full-time employment. Those in occupations requiring university degrees enjoy 78% full time employment compared to only 10% full time employment for those in occupations requiring less than Grade 12 education.
- 59% of positions are part time, however, many employees are able to access more than one part-time job in order to provide them with a higher income.



• Addressing the **teacher** shortage

◊ About 800 teachers are employed in the northern region: provincial schools in the north employed 331 full-time equivalent educators last year, provincial post-secondary institutes employed about 71, and northern First Nations school systems employed 397 teachers.

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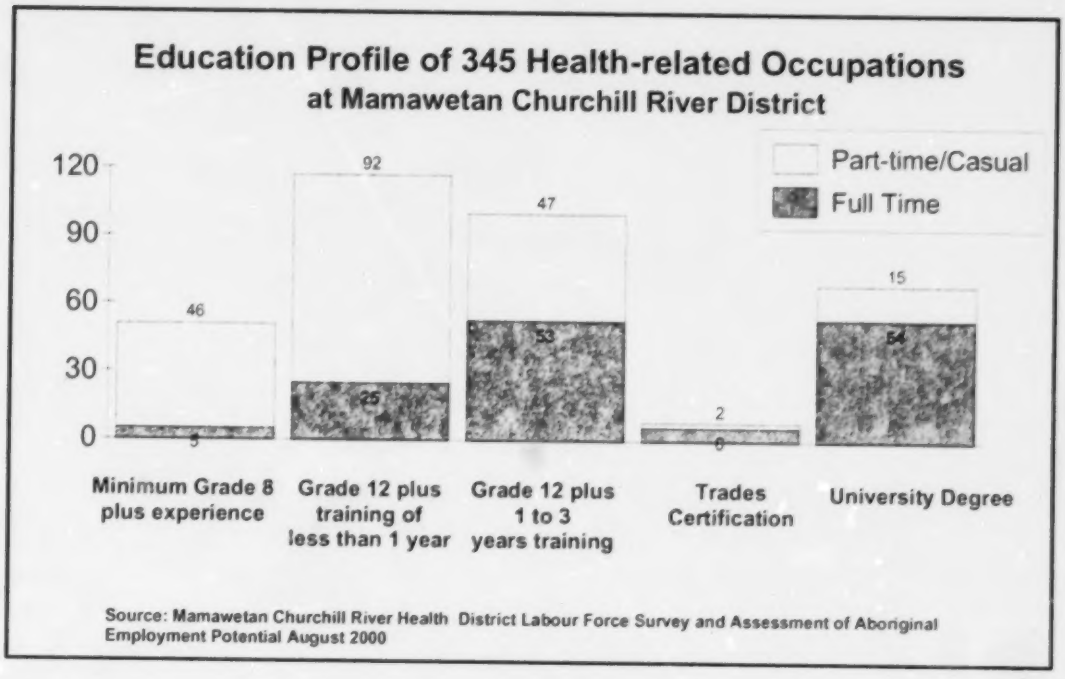

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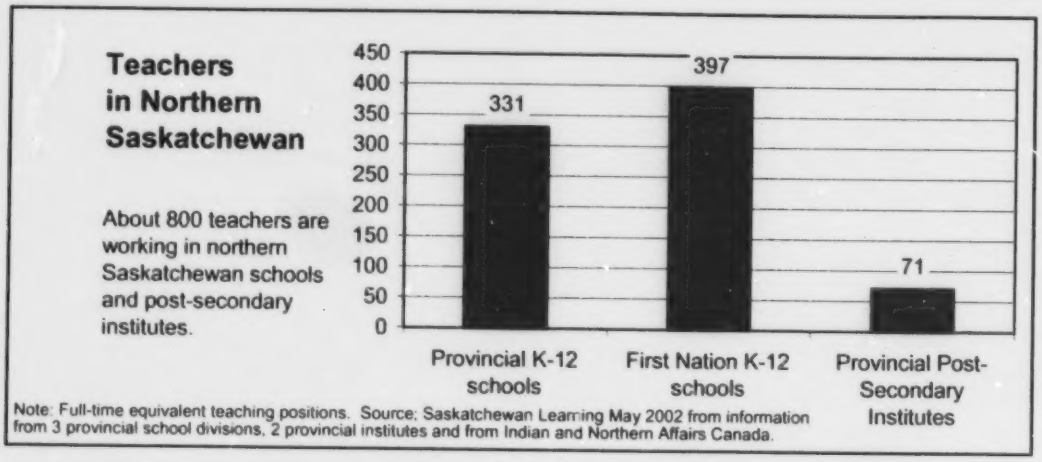

◊ *Educator Supply and Demand in Saskatchewan to 2006* projects that the greatest demand for educators will continue to be in northern Saskatchewan.

- The north will require more teachers because, unlike urban and rural school districts, the northern region has a growing school-age population. Enrolment in provincial schools is expected to remain stable while enrolment in northern First Nations schools is growing.

- Teachers are migrating from northern Saskatchewan to urban Saskatchewan at an increasing rate. High teacher turnover means schools will continue to need replacement teachers for those leaving for urban centres.

- Shortages in specialized areas like secondary science and math, computer science and practical and applied arts will continue across the province. School districts in northern areas will continue to have more difficulty in recruiting specialized teachers because they must compete with other regions that can offer more services and amenities.

◊ The Northern Teacher Education Program (NORTEP) is a Bachelor of Education program based in La Ronge for people from across northern Saskatchewan. NORTEP has graduated 258 teachers since 1979. Almost all the graduates are of Aboriginal ancestry, and the majority (75%) have stayed in the north to live and work.

◊ NORTEP changed its mandate and program offerings in autumn 1999 to address the current shortage of high school and math/science teachers. More science courses are now offered with a goal of producing middle years and high school teachers with specialty program qualifications.

◊ A provincial bursary program of $1 million was implemented last year to help school divisions, particularly those in northern and rural Saskatchewan, recruit and retain teachers. The bursary program includes special initiatives for northern and Aboriginal people who wish to enter teacher training or who wish to upgrade their teaching qualifications. Northern

school divisions and First Nations schools also have implemented their own incentive packages to retain and recruit teachers.

- **Municipalities** must have certified water and waste operators by 2005

  ◊ All municipalities must ensure that water and sewage systems are under the direction of a certified operator by 2005, in accordance with Saskatchewan Environment's new regulations. Most northern municipalities will require level 1 or 2 certified operators. These operators must have Grade 12 (or equivalent education or experience), 1 to 3 years of facility experience, plus pass the exam. Certification is mandatory by 2005, however training is on a voluntary basis and needs to be supported by the municipalities, hamlets and settlements in order for their staff to access the training. Given the educational profile of the existing northern water and waste water operators, attaining certification in all communities will be a challenge. A certificate program, as well as short courses for on- and off-campus delivery are available though SIAST and colleges. Indian reserve communities are exempt from these regulations since they fall under federal jurisdiction. Their operators, however, are encouraged to become certified under the provincial program.

  ◊ Northern delivery of the Local Government Administration program was proposed in 2001-2002 but an insufficient number of students registered to be able to mount the program. There is also a need for northern communities to work together to develop a strategy on ways to train and fund their employees when they are training to meet government-imposed standards.

- Shortage of **government** workers forecast

  ◊ Both the federal and the provincial governments forecast a skill shortage in the next 10 to 15 years as baby boomers retire. The majority of workers at the federal and provincial levels are now in their mid-forties. Over the past decade, the federal government down-sized its workforce, generally the youngest workers with the least union seniority. In addition, neither level of government has undertaken marketing to entice young workers into the sector. The result is that youth generally overlook employment in the government sector as a career choice.

  ◊ In order to attract young people into professional careers with the provincial government and to increase the workplace diversity, the Government of Saskatchewan will offer a second intake in 2002 to a 2-year management internship program for Aboriginal people. In total from 2001 to 2002, 40 people with Bachelor degrees will be hired for internship in management positions

Public and Non-commercial Services Sector Forecast

- The northern region will likely continue to face shortages of health care workers because of competition with larger centres that can offer more amenities and because of a growing demand from our growing population. The challenge for agencies is to ensure that local people are trained for these jobs, since local people tend to remain in the north. Northern health facilities employ about 1,000 people.

- Over 800 teachers are employed in the north. Because of the trend for teachers to increasingly relocate to urban centres, the northern region will continue to need replacement teachers as well as specialized teachers, who are in short supply across the province.

- Provincial legislation and regulations are driving the need for training and certification in certain occupations. Emergency medical technicians, daycare workers, and water/waste water management operators will need to upgrade their skills to meet certification criteria.

- Tourism operations provide seasonal employment for over 900 people each year. Aboriginal cultural experiences and outdoor adventures offer potential for northern tourism operators.

- The proposed expansion of the forestry industry could create employment opportunities for local truck drivers and business opportunities for entrepreneurs in equipment maintenance.

Labour market demand	Course Offerings 2002-2003
Emergency medical technician	Emergency Medical Technician
Special Care/Home Care Aide	Special Care/Home Care Aide
Nurse, licensed practical nurse, pre-nursing	Practical Nursing
Combined laboratory/X-ray technician	
Chemical addictions worker/Rehabilitation	1st Aide/CPR
Early Childhood Education	
Food preparation/Institutional Cooking	Truck driver
Power Engineers	
Truck driver	Business Administration (SCN)
Aircraft mechanic engineers	Basic Computer Applications
Driver training	Computer Works
	Office Education
Local government and housing administrators	
Computer software skills	Water and Waste Water Preparation for ABC level one certification
Accountants and accounting skills	University: 1st and 2nd year Arts and Sciences, Teacher Entrance Option Literacy
Waste/Water management	Adult 12/pre-technologies/Developmental studies/GED preparation
Teachers	
Trades workers in maintenance and repair	
Management Skills workshops	

4. Addressing Career Planning and Training Needs

4.1 Career and Employment Services

Career and Employment Services were established in 1999 under the Federal/Provincial Training Agreement to help match the abilities of Saskatchewan workers with the needs of Saskatchewan employers. Career and Employment Services in 5 regions across the province are now administered by Saskatchewan Social Services, in order to better address the career needs of unemployed clients and link them to the workforce.

- The Department's three northern Career and Employment Services offices are located in La Ronge, Creighton, and Ile a la Crosse, providing a range of services and information, such as:
  - ◊ Providing office space, fax machines, computers, and telephones for job seekers;
  - ◊ Providing career, training, and employment information from the Internet, newspapers, publications, and resource library;
  - ◊ Assisting job seekers with resumes and job searches, job postings and referral services;
  - ◊ Counseling clients on careers and employment preparation;
  - ◊ Assisting employers with job advertisements, recruitment, and screening of workers;
  - ◊ Providing qualifying employers with wage subsidies to assist them to find and train their workforces; and
  - ◊ Promoting local job development through partnerships with employers and community stakeholders to create sustainable employment.

- The three northern offices offer the following funding programs for employers and students.
  - ◊ The Bridging program provides a flexible range of programs, services and supports based on the needs of the clients. This includes assessment, career counseling, job readiness skills, employability skills, life skills, academic upgrading, literacy, entry level skills, work experience, mentoring, job coaching, job development services, and employment related supports.
  - ◊ The Community Works program provides funding assistance to community-based organizations and municipalities to hire and train eligible employees in job creation projects that provide a direct benefit or service to the local community.
  - ◊ Two programs provide financial support to clients taking training courses. Skills Training Benefit assists clients receiving, or have received, Employment Insurance Benefits in the past 3 years who need to take training to get a job and keep it. The Provincial Training Allowance supports lower income students or students receiving social assistance who are enrolled in adult basic education or related courses.

- Northlands College's program centre in Creighton continues to provide co-location and support for the Department of Social Services' career and employment services.

- Social Services is in the second year of a 3-year contract with Keewatin Career Development Corporation (KCDC). This partnership has been established to meet the needs of clients residing in remote locations where access to the Department's services is limited. The career and employment services are offered through multi-media, in person via outreach offices, Band Offices, and high schools. As part of KCDC's mandate, they provide seminars and workshops to counselors in these remote locations which will better enable them to offer quality career and employment services.

- Social Services is in the second year of a 3-year contract with the Gary Tinker Federation to provide assessments to clients with disabilities, and with Northlands College to provide assessments to clients in remote locations.

- Keewatin Career Development Corporation and the Headwaters Project, facilitate the operation of up to 40 TEL Community Access Centres. The Headwaters Project is a 3-year demonstration project to provide information and communication technology services to remote communities in northern Saskatchewan. The project is one of 12 national pilot projects funded by Industry Canada, with matching in-kind contributions from the northern partners. The partnership will incorporate distance education courses, career services, curriculum development, community Internet centres, as well as product marketing and e-commerce services for businesses.

4.2 Training Program Delivery

4.2 a) Programming Areas

Basic Education

- In 2001-02, the Northlands College delivered $3M worth of basic education programs based on a provincial grant of $1.17M. Programming was delivered in about half of the communities which requested it. During the 2002 planning process, the requests continued to extend beyond the capacity of the College's funding. The demographic section of this report notes some positive changes in the education levels of northerners but the north still significantly lags behind provincial and national statistics. Northlands College will continue to meet the challenge through partnerships with northern stakeholders.

- Northlands College offers Basic Education credit courses including Adult 12, Pre-technologies, Developmental Studies Phases II and III, and GED preparation. The Mineral Sector Steering Committee continues to support the delivery of pre-technologies which includes 30 level math and sciences required for entry into technical training, health sciences and university. Typically, most northern students do not have access to the full scope of 30 level math and sciences. In addition, a Health Science Access Program will be delivered comprised of 30 level prerequisites and core health science credit courses.

- Grade 12 or GED 12 requirements for employment in the oil sands, forestry and mining sectors

will increase the demand for GED preparation classes and full-time credit programs. Reviewing the statistics for the current program year, 294 more males are now attending programming and to date full-time enrollments have increased by 202.

- Basic Education non-credit courses include Developmental Studies Phase I, Workplace Literacy, and project based and volunteer literacy programs. Northlands College has developed a Northern Literacy Strategy. With no increase in literacy program funds, the implementation of the strategy hinges on the development of partnerships and the acquisition of federal funding. Additional programming opportunities may still exist pending the release of the Provincial Literacy Strategy. A gap in full-time literacy credit programming definitely exists.

- Northlands College in partnership with the other members of the Distance Education and Learning Technologies Association will pursue a model of delivery to teach and support on-line delivery of Basic Education (Adult 12 math and sciences in particular). Online delivery is essential to meet existing needs given the shortage of teachers and the need to extend access beyond the three main program centers located in Buffalo Narrows, La Ronge and Creighton.

- Basic Education is the foundation for continuation into post-secondary training, targeting northern employment opportunities. Implementation of the Basic Education Assessment Model continues with an aim to improve student placement and selections and enhance student success. Last year, assessment tests were administered as follows: 784 CATT B and 183 In-house Adult 12 placement tests and 38 Woodcock Johnson tests. Of those tested, 661 were accepted into programs, 181 were wait-listed and 114 were referred to other programs, primarily literacy.

- Challenges in maintaining existing levels of education programs include the shortage of teachers, increases in salaries and facility leases, continued pressure on funding agencies, resources, lack of continuity of third-party funding agreements, no increase in BE program funding, and the pending decrease in the PTA allocation.

Skills Training

- Skills programming needs and delivery are planned in conjunction with a number of stakeholders in the north. Partners are key in enabling the College to deliver an outstanding number of skill training programs. Partnerships exist and continue to develop in mineral, forestry, health, oil and traditional economies sectors in the north. In 2000-2001 the College leveraged $1.96M consisting of SSEP, Quick-Skills, Work-base Training, MPTP and Social Services LMDA into $4.1M of Skill programs. Early indications are that 2001-02 total programming year will exceed 2000-01.

- Existing agreements such as the Multi Party Training Plan II, the Forestry Sector Agreement and the Oil Sands Northern Neighbors Memorandum of Understanding continue to tie skill programming directly to industry defined needs. Given these existing partnerships, potential new partnerships in health, traditional economies and the Northern Development Agreement will further strain the College's resources.

- As of March 2002, the Mineral Sector MPTP II has initially approved 7 skill programs and another 4 are pending further development. In 2001-02, the Mineral Sector approved and delivered 21 skill programs for MPTP II partners. The challenge continues to be the ability to decentralize trades and skill programs to northern locations in order to train local people for northern employment.

- The front end of most skill programs will include an up-grader component taking into consideration ESL and number of years since adults have been in training. The challenge is for potential students to recall previous skill and communication levels given immersion into Aboriginal first language communities, particularly in the Athabasca Region.

- An overview of some of the program offerings are practical nursing in La Loche and La Ronge, pre-employment industrial mechanic, carpentry Level 1-2 and 3, pre-employment electrical, homecare/special care, EMT, First Aid/CPR, water and waste water preparation, eco tourism, institutional cooking, office education, cosmetology and mechanics entry. The program plan for skill training is projected to continue at existing levels pending the ability to continue to partner with northern agencies and industries.

University

- Northlands College is an official off-campus Arts and Science site, offering courses from both the University of Saskatchewan and University of Regina. University access through Northlands College is coordinated out of La Ronge. Access through SCN sites is available in Ile a Crosse, La Loche, Pelican Narrows, Sandy Bay, Stanley Mission, Buffalo Narrows, Creighton and La Ronge. In the fall of 2002, the Technology Enhanced Access Centres in Buffalo Narrows, La Ronge and Creighton will increase access for students wishing to access on-line classes.

- Of particular interest is the increasing availability of online classes: Native Studies 200.6, Political Studies 270, Sociology 220.6 and Physical Activities Studies 270. The university program is participating as a pilot site for the Physical Activities Studies 270.

- Currently, Northlands College is reviewing the university program in La Ronge. The program is based on a level of integrated support for students accessing distance education university classes via various modes of delivery.

- For the past four years the Math/Science/Engineering Program through Northlands College has offered qualified students the full first year of professional studies targeting: Medicine, Dentistry, Physical Therapy, Engineering, Education and Veterinary Medicine. Initially, the Math/Science program was supported by Cameco Access Program for Engineering and Science and over the last two years by MPTP II. During the first two years of delivery, full academic and tutorial support was provided and the students achieved at an above average level of success in their university classes. During the last two years of delivery, partial tutorial support was provided and marginally qualified students were enrolled. As a result, the retention and success of students declined. Depending on the future of any further CAPES initiative, indicators are that a successful program depends on early acquisition of funding for recruitment of qualified students and full tutorial support.

- The Regional University Programs were launched in Creighton and Buffalo Narrows in January of 2001, with the program targeting completion of 33 credits toward a Bachelor of Arts. Due to recruitment, student funding, housing and other retention issues the Creighton program was cancelled in January of 2002 and the Board reallocated the funding to continue to support the Buffalo Narrows Program. Theoretically, students from the first intake have the opportunity to access programming to complete a 3-year degree in Sociology completely off campus. The University Regional Program in Buffalo Narrows this year will have two intake options for the first two years: a Teachers Entrance option and a Bachelor of Arts option.

Learner Support and Counseling Services

- Northlands College provides support to students in the form of access to La Ronge, Creighton and Buffalo Narrows Student Residences, SCN, TEL Centers, EAPD accommodations, student assessments, and Learner Assistant Development instructors. The College's Career Services units are located in each region and a contract to provide some services through a Social Services Career and Employment counselor position.

- Career Services is an integrated model of delivery of counseling and student services in each region of the college. Each region is staffed by a full-time counselor and 1.5 student advisor positions and is supported by .5 Provincial Training Allowance (PTA) clerks to handle PTA administration. The counselors and student advisors are involved in various components of the BE Assessment Model which is integrated into the counseling process, student selections, and student centered team meetings. In addition, the Career Services department provides services in orientation, career planning workshops, financial counseling, referral to specialized services, and academic assessment.

- The LAD positions as part of the Basic Education Assessment Model provide further assessment testing, individual learning plans, and teach in small groups or to individual students. LAD positions will continue in La Ronge and Creighton and Buffalo Narrows has chosen to utilize tutorial support.

4.2 b) Potential Resource Allocations

Northlands College continues to develop major partnerships to leverage funding for the delivery of training across the north. As such, at the April Board Meeting, the Board approved a Program Plan which allocates funds by program area, by region and targeting key sectors such as mining, forestry, health, literacy, and basic education.

Factors that will impact the resources available for programming in the 2002-2003 program year are as follows:

- Partnership ability has been maximized and there is little room for expansion.
- Clients' abilities to participate in education or training are seriously affected by funding agencies' abilities to maintain and negotiate their funding agreements, delays or changes in criteria.
- Program dollars allocated by the province are status quo and inflationary costs will have to be met by existing budgets.

- Increased access via technology will result in increased costs for learner support to ensure success.

4.2 c) Capacity Issues

Northlands College develops its training plans based on needs identified by the communities, Aboriginal agencies, economic development organizations, and by industry. As a result:

- Programs rarely experience low enrollments.
- All programs, particularly skill training, experience capacity pressures. Industry involvement in the training needs assessment process ensures that skill training is linked directly to employment opportunities and activity within the northern labour market. In an area with a large young population and a small economic base, training is seen as a means of accessing the few available jobs. Usually the numbers of applications for training are ten times the number of available training seats.
- The College anticipates that pressure will continue, particularly in high school programming/basic education, and skill training because of the demographic profile of the population in the northern region. As of April 2002, the Northlands College Student Statistic Report's statistics were:

Region	Total Programs	Total Enrollment	
		F/T	P/T
Western	43	407	92
Eastern	35	378	83
Central	63	559	287
Athabasca	18	363	47
Totals	**159**	**1707**	**509**

Table 1: Northlands College Community and Regional Needs Identification 2002-2003

Western Region

Priorities - Group 1 – Turnor Lake, St. George's Hill, La Loche

Economic Opportunities

Forestry	Construction	Land Use Planning (SERM)
- Log Home Building	- Housing	Oil Sands
- Sawmill	- School K-12 (BNDN)	
Financial Services	- Renovations to old Hospital	
Health	- Nursing Clinic	

Other Notes – Group 1

Forestry	**Construction**	Supervisor Training
Sawmill Operator	Carpentry 1, 2 and possibly 3 or 4	
Scaling (Cut/Skid, Sawmill)	Survey skills	
Safety Training	Crane Operator	
(OH & S, WHMIS, Forestry)	Heating & Plumbing	
Truck Driver 1A & Basic	Electrical	
Supervisor Training	Heavy Equipment Operator	
Heavy Duty Mechanic	Roofing	
Institutional or Camp Cooking	Landscaping	
Toursim		**Oil Sands**
Guide Training (Hunting/Fishing)		Trades (BE Upgrading & GED Prep)
Camp Cook		Prep for Trades
Entrepreneurship		Work Readiness
Restaurant (Food Server/Kitchen Worker)		Heavy Equipment Operator
Marketing & Management Skills		Trades (variety)
Customer Service		
Community Economic Development		
Financial Services		**Health**
Economic Dev't (Local)		LPN/RN
Water/Wastewater Management		Early Childhood Educator
Proposal Writing/Research Skills		Home Care/Special Care Aide
Bookkeeping		Office Education
Management Skills		Emergency Medical Technician–Adv.
Office Education		Laboratory Technician
Computer Skills		Health Care Management
Business Management		Community Health Care Educators

Regional Opportunities – Group 2 – Ile a la Crosse, Buffalo Narrows

Adult 12	Developmental Studies	LPN
Home Care/Special Care Aide	University	Entrepreneurship (tourism/Ft. McMurray)
Home Repair & Maintenance	Carpentry	Water & Wastewater Mgmt (Ilex-3 & BN
Power Engineering	Management & Supervision	
Secondary List – Group 2		
Pre-Nursing	Oil Field Safety	Orientation to Daycare
Heavy Equipment Operator	Commercial/Camp Cooking	Computer Training
Hunting/Fishing Guides	Home Care/Special Care Aide	Radio/TV/Film Training
Tourism Guide	Post Cutting	Dental Therapy/Hygiene
Cut/Skid	Surveyors	Chainsaw Maintenance
Electrical	Plumbing/Gasfitting	Pilot Training (SERM, private, commercial)
Marketing	Justice Workers	Westside Institute
Bussing Service	Decentralized Teacher Training	

Priority List – Group 3 – Beauval, Cole Bay, Jans Bay, Patuanak

Tourism	Computer Literacy	Entrepreneurship
University	First Aid/CPR	First Responder
Therapy Assistants	Dental Assistants	Emergency Medical Technician – Adv.
Dental Assistants	Degree Nursing	Forestry

Needs Identification – Group 3

Jans Bay	Cole Bay	Beauval	KYHD
Developmental Studies	Adult 12	Adult 12	On-the-job training
Basic Firefighter	Basic Firefighter	GED 12	Pre-Nursing
Type II Firefighter	Type II Firefighter		Capacity Bldg (BE)

Central Region		
StanleyMission		
Camp Cook – 12 people – Mid April	Outboard/small motor repair - Spring	
Fall - GED Prep – Fall	Basic Computers – Fall	
First Aid/CPR	WHMIS	
Pinehouse		
Forestry Training (Scalers)	Management Training	Administration Training
Proposal Writing	Orientation to Daycare	Heavy Equipment Operator
Fisherman Training (Board Training, Fish Processing, Accounting, Management)		Fire fighter Training
Air Ronge		
Water/Wastewater Management (WWM)		
Woodland Cree		
First Aid/CPR – recertification	WHMIS & Confined Spaces	1st Year Electrical (pre-employment)
Welding	Small Motor Repair	GED Preparation
Heavy Equipment Operator	Institutional Cooking	Basic Computers
Higher Level Administration (University) (SCN)		Trades training
Boat Safety certification (train the trainer)		
Woodland Cree - Montreal Lake, Timber Bay, Weyakwin		
Driver Education Instructors	Home Maintenance & Repair	Fire fighter I
Crew Boss	Mechanical Harvesting	Camp Cook
Small Motor Repair – Montreal Lake	Developmental Studies – Weyakwin	Phase III, GED Prep or Adult 12 – Montreal Lake
Jim Brady Development Corporation (JBDC)		
Aviation Apprenticeship (NAO)	Apprentices (wage subsidy) – Four Seats	
Health related careers – Four Seats	Developmental Studies Phase II – Weyakwin	
Fire fighter training – four seats	Stepping Stones (would like driver training & CPR added for 5 students/3000 each)	
University – two seats		
Nemeiben River		
Log Home Building	Developmental Studies Phase I	Community Health Representative
Southend		
GED Prep (evenings)		
Missinipe Youth Foundation	**Youth leadership development (components – mentorship Program)**	
Board Training	Life skills training	
Basic skills training, math, science, computer skills, reading, writing		
Management training	Ecotourism training (hard adventure, soft adventure)	
Social Services, Career & Employment Div.		
Business Education – Office Education	Short health care needs -Chemical Dependency, Physio & Occupational Therapist Assistants	
Diploma Registered Nurse	Computer training – evenings, weekends	
Pertinent Oil & Gas training	1A Truck driver training	Institutional Cooking (Journey person Prep)
Tourism – guide training, eco tourism		
Regional Requests		
Carpentry Level II & III – Air Ronge		

Northeastern Region Roundtable with Representatives		
Keewatin Community College		
Heavy Duty Mechanic (partnership)		
Flin Flon - Friendship Center		
Economic Development	Computer Basics	Family Wellness
Entrepreneurship	Child Care Workers	Work Readiness
Sask Housing Management	Hunting/Fishing Guides	
Northern Village of Sandy Bay		
Developmental Studies	Home Maintenance	Furnace Repair
Fishery training	Commercial Cooking	Heavy Duty Mechanic
Northcote Metis Development Corp.		
Forestry training	Line–man cutting	Home Care Special Care Aide
Home Maintenance	Furnace Maintenance	Group Counselling
Adult 12 – Technical Preparation	Math Science	
Woodland Cree – Deschambault Lake		
Developmental Studies Phase I/II		
Cumberland House Cree Nation		
Teacher's Aide		

Pre-consultation with Northeast Communities

2002-03	2003-04	2004-05
Sandy Bay		
Developmental Studies Phase I	Developmental Studies Phase III	Developmental Studies Phase I
Developmental Studies Phase II	Literacy	Developmental Studies Phase II
Cumberland House		
Online 12 - Pilot		
Deschambault Lake		
Developmental Studies Phase I	Developmental Studies Phase III	Developmental Studies Phase I
Developmental Studies Phase II		Developmental Studies Phase II
Pelican Narrows		
Developmental Studies Phase III	Developmental Studies Phase I	Developmental Studies Phase III
Literacy		Developmental Studies Phase II
Indian Social Work		
Sturgeon Landing		
Developmental Studies Phase I	Developmental Studies Phase II	Developmental Studies Phase III
Creighton		
Developmental Studies Phase III	Developmental Studies Phase I	Developmental Studies Phase III
Aboriginal Reader	Developmental Studies Phase II	Aboriginal Reader
Ed to Go	1A Truck Driver	Ed to Go
Teams – Your Child & You	Aboriginal Reader	Teams – Your Child & You
Computer Processing	Ed to Go	Computer Processing
GED Prep	Teams – Your Child & You	GED Prep
Adult 12	Computer Processing	Adult 12
LPN	GED Prep	LPN
Mechanic Level I	Adult 12	Welding
Carpentry Level II	Plumbing	Carpentry Level IV
Business Admin Year I	Computer Clerk	Business Admin Year II
Cosmetology	Carpentry Level III	Entrepreneurship
Water/Wastewater Mgmt	Cosmetology	

Athabasca Region

Fond du Lac		
Pre-Nursing	Dental Therapist	Mental Health/Youth Worker
Administration & Management	Orientation to Daycare	Early Childhood
	Certificate	
Home Care/Special Care	Developmental Studies	Adult Education
Literacy	University Entrance Prep	Office Education
Business Development Training	Tourism – Economic Development Training	
Carpentry Level I	Mechanical training	Mining
Transportation		
Stony Rapids		
Water/Wastewater Management		Outfitter/Tourism Training
Adult Education –Developmental Studies (new intake)		Nursing
Health Care Training	EMT	First Responder
Entrepreneurship	Art Programs	
Camsell Portage		
Firearms Safety Certificate – (train the trainer)	Boat Safety Certificate	Trapper Training
Introductory Computer Training		
Hatchet Lake Band		
Clerical Training	AccPac Training	Maintenance for Propane Furnaces
Developmental Studies I&III	Basic Education	Fisherman's Training
Small Business	Housing Construction	Level I Carpentry
Emergency Medical Tech	First Aid/CPR	Proposal Writing
Black Lake		
GED 12	Mine Training	University Entrance Program
Literacy	Developmental Studies	Business Management
Health Training	Electrician	Plumbing
Teacher Training	Small Motor Repair	Automotive Mechanics
Apprenticeship/Trades Programs	Cooking – Catering	
Uranium City		
First Responder	First Aid/CPR	Small Business Management
Proposal Writing	Early Childhood Education	GED 12

Table 2: Northlands College Calendar 2002-2003

Course Offerings 2002-2003

Program Name	Location	Dates	Length	Tuition Fees (approx)	Books Etc. (approx)	Entrance Requirements (Intake Interviews May Be Required)
Mine Training						
1A Truck Driver Training-	La Ronge	April 23/03-June 12/03	8 weeks	$6,892	NA	Driver's abstract, criminal record check, drug testing
Institutional Cooking	Athabasca region	TBA	22 weeks	$1,606	TBA	Grade 10 with pre-testing
Pre-Employment Electrical	La Ronge	Nov.4/02 –Mar. 20/03	24 weeks	$1,752	$350	Grade 10 with pre-testing
Pre-employment Industrial mechanic	Athabasca region	TBA	32 weeks	$2,336	TBA	Grade 10 with pre-testing
Pre-Technologies	Buffalo Narrows	Aug. 26/02 – June 24/3	40 weeks			See Basic Education – Adult 12
	Creighton	Aug. 26/02 – June 24/3	40 weeks			See Basic Education – Adult 12
	La Ronge	Aug. 26/02 – June 24/3	40 weeks			See Basic Education – Adult 12
Process Operator	Athabasca region	TBA	14 weeks	$1,022	TBA	Grade 10 with pre-testing
Radiation Environmental Monitoring Technician	La Ronge	Sept. 23/02-Oct. 31/03	50 weeks	$3,650	$800	Preference given to applicants with Grade 11 with Algebra and Chemistry 20
Health And Community Services						
Cosmetology – Phase II	Creighton	Sept. 3/02 - Apr. 11/03	30 weeks	$2,190	$200	Cosmetology Phase I
Chemical Dependency	La Ronge	Sept. 16/02 – Dec. 19/03	56 weeks	$4,088	$1,000	Grade 12 or equivalent/English A30, B30
Home/Special Care Aide	Buffalo Narrows La Loche	TBA	Module format	$1,898	TBA	Grade 10, good reading and writing skills
Home/Special Care Aide	La Ronge	Oct. 15/02 – June 13/03	34 weeks	$2,482	$800	Grade 10, good reading and writing skills
Institutional cooking	La Ronge	Oct. 7/02 - Mar. 21/03	22 weeks	$1,606	$700	Grade 10, with proven interest in cooking
Practical Nursing	La Ronge	Apr. 7/03 – June 18/04	61 weeks	$4,453	$1,330	Grade 12 with a minimum 65% average; math 20 or 30
Orientation to Daycare	La Ronge	Sept. 9/02 – Oct. 18/02	6 weeks	$438	$400	Grade 10, good reading and writing skills or pre-testing
Teacher Assistant	Cumberland House	Sept. 9/02 – June 25/03	38 weeks	$2,774	$600	Grade 10 or equivalent
Water & Waste Water Management	Buffalo Narrows	TBA	10 weeks	TBA	TBA	Preference given to applicants with Grade 12
Business						
Business Computer Applications	Buffalo Narrows	Aug 27/02 – Nov. 21/02	12 weeks	$876	$500	Grade 12 or equivalent
ComputerWorks	Buffalo Narrows	Nov. 25/02 – Feb. 28/03	12 weeks	$876	$500	Grade 12 or equivalent
	La Ronge	Jan. 20/03 – Apr. 25/03	14 weeks	$1,022	$500	Grade 12 or equivalent
Office Education	La Ronge	Sept. 9/02 - June 25/03	40 weeks	$2,920	$1,200	Grade 12 or equivalent
Forestry						
There will be a number of forestry programs offered in the regions in consultations with industry and the Forestry Training Subcommittee. Information regarding these programs will be announced at a later date.						
Trades						
Carpentry Level II	La Ronge	Nov. 04/02 – Jan. 31/03	12 weeks	NA	NA	Level I and 1800 documented trade time
Carpentry Level III	La Ronge	Feb. 10/03 – May. 2/03	10 weeks	NA	NA	Level II and 3600 documented trade time
Mechanic Entry	Creighton	Sept. 9/02 – May 23/03	33 weeks	$2,409	$900	Grade 10, willing to attend 100% of time, demonstrate mechanical aptitude
Pre-Employment Carpentry	Buffalo Narrows	Sept. 2/02 – June 27/03	40 weeks	$4,740	$400	Preference given to applicants with Grade 12
Pre-Employment Welding	La Loche	Sept. 02/02 – Aug. 30/03	48 weeks	$4,864	$400	Preference given to applicants with Grade 12
Basic Education	**Students should contact appropriate sponsoring agencies. College may sponsor BE tuition and book fees.**					
Adult 12/Pre-Tech.- Quadmester System	Buffalo Narrows	Aug. 26/02 – June 24/03	40 weeks	$6,800	NA	Grade 10 or equivalent, placement exams
	Creighton	Aug. 26/02 – June 24/03	40 weeks	$6,800	NA	Grade 10 or equivalent, placement exams
	La Ronge	Aug. 26/02 – June 24/03	40 weeks	$6,800	NA	Grade 10 or equivalent, placement exams

Course Offerings 2002-2003

Program Name	Location	Dates	Length	Tuition Fees (approx)	Books Etc. (approx)	Entrance Requirements (Intake Interviews May Be Required)
Developmental Studies – Phase I	Creighton	Feb. 10/03 – May 9/03	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	La Ronge	Sept. 16/02 – Dec. 6/02	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	Sandy Bay	Sept. 03/02 – Nov. 27/02	12 weeks	$2,040	NA	Pre-testing, interviews with student services
	Wollaston	Feb. 24/03 – May 29/03	12 weeks	$2,040	NA	Pre-testing, interviews with student services
Developmental Studies – Phase II	Buffalo Narrows	Aug 27/02 – Feb. 13/03	22 weeks	$3,740	NA	Pre-testing, intake interviews
	Deschambault	Aug. 26/02 – Feb. 14/03	22 weeks	$3,740	NA	Pre-testing, intake interviews
	La Ronge	Jan. 13/03 – June 13/03	22 weeks	$3,740	NA	Pre-testing, intake interviews
Developmental Studies - Phase III	Creighton	Sept. 9/02 – Apr. 4/03	27 weeks	$4,590	NA	
	Fond du Lac	Oct. 30/02 – June 6/03	27 weeks	$4,590	NA	For Developmental Studies Phase III:
	La Ronge	Sept. 9/02 – Mar. 28/03	27 weeks	$4,590	NA	Phase II and/or partial completion of BE 10
	Pelican Narrow	Sept. 16/02 – Apr. 11/03	27 weeks	$4,590	NA	program or pre-testing. Interview with student
	Pinehouse	Oct. 7/02 – May 15/03	27 weeks	$4,590	NA	services may be required.
	Black L/Stony R	Oct. 30/02 – May 6/03	27 weeks	$4,590	NA	
	Wollaston	Oct. 30/02 – May 6/03	27 weeks	$4,590	NA	
	Weyakwin	Oct. 7/02 – Apr. 25/03	27 weeks	$4,590	NA	
GED Prep (evenings)	Creighton	Oct. 16/02 – June 12/03	9 weeks	NA	NA	19 years of age
PALS	La Ronge	Aug. 15/02 – June 6/03	39 weeks	NA	NA	No Prerequisite
Literacy	Pelican Narrow	Jan. 6/03 – June 27/03	24 weeks	NA	NA	No Prerequisite
Literacy - various programs	Northwide					

Ed – 2 - Go

Internet Access, a Web-browser and an e-mail account: that's all you need to participate in these on-line, non-credit courses. Each course consists of twelve lessons over six weeks. For more information contact your nearest Northlands College regional office at 1-888-311-1885.

Computer courses | Small business courses | Personal enrichment courses | Internet courses | Large business management courses

Further Pending Programs

Skill Training

Rec. & Leisure Management	Buffalo Narrows	Skill Training-non-credit: Management Skills	BuffaloNarrows & La Ronge
Eco-Tourism	Fond du Lac	Workshops	
Forestry training	Various locations	Entrepreneurship & Business training	BuffaloNarrows & La Ronge

Basic Education

Capacity Building	Timber Bay
Workplace Education	Key Lake & McArthur River

GED

Fee $35 Photo ID required at test site

General Educational Development (G.E.D.) is a national testing program through which adults can obtain a Grade 12 high school equivalency certificate.

La Ronge	Creighton	Buffalo Narrows
August 6 & 7	September 27 & 28	October 9 & 10
October 8 & 9	November 15 & 16	April 9 & 10
November 26 & 27		

Further dates to be advertised

SIAST Courses via SCN

Business Certificate Program

Accounting 122	Comp 121	Administration 220
Accounting 125	Economics 121	Administration 230
Administration 120	Finance 120	Administration 231
BCOM 120	Law 220	Administration 233
BOM 121	Marketing 120	
Comp 120	Statistics 120	

Human Resources Courses

Submit applications to your nearest Northlands College regional office by June 21, 2002

University Information

Northlands College is an official off-campus Arts and Science site offering courses from both the University of Saskatchewan and the University of Regina. Through the regional centres in La Ronge, Creighton and Buffalo Narrows, students can complete a Bachelor of Arts, Sociology or 2 years of credits which lead to a Bachelor of Social Work, Bachelor of Education, Aboriginal Justice program, Law, or other degree programs. Administration positions in northern Saskatchewan usually require a bachelor's degree. Students with a Bachelor of Arts can increase their chances of admission to Law or RCMP. Many courses are scheduled in the evenings to enable part-time study by working students.

Northlands College has no quotas or restrictions on university programs and courses. All students admitted to either university are eligible to register. All regulations for admission, registration, fees, and deadlines are governed by the affiliated university. No extra fees are charged beyond those incurred by all students in the province. Northlands College offers extensive academic support through Academic Development Workshops, orientation sessions, group and individual tutorials, writing centre services, study groups, library research modem link and computer access.

University Courses

Northlands College will offer the following University of Saskatchewan and University of Regina courses in La Ronge: September 2002 to April 2003 Academic Year

COURSE	TERM	COURSE	TERM
Anthropology 111.3*	1	History 152.3*	2
Archeology 112.3*	2	Linguistics 100*	1
Biology 100	1	Math 110.3	2
Chemistry 112.3	2	Native Studies 110.6*	1 & 2
Cree 100*	1	Native Studies 200.6*	1 & 2
Cree 101	1	Political Studies 110.6	1 & 2
Education Psychology 323	1	Psychology 101*	1
Education Psychology 324	2	Psychology 102	2
English 100*	1or 2	Religious Studies 100*	1
English 110	2	Religious Studies 226	2
English 110.6	1 or 2	Social Work 420	2
English 253.6	1 or 2	Sociology 110.6*	1 & 2
Geography 101.3/111.3*	1	Sociology 220.6	1 & 2
Geography 102.3/112.3*	2	Sociology 212	2
History 151.3	1	Women's Studies 100*	1

* No prerequisite required

Saskatchewan Communications Network (SCN)

University of Saskatchewan and Regina courses via SCN may be offered in Buffalo Narrows, Creighton, Ile a la Crosse, La Loche, Pelican Narrows, Sandy Bay, and Stanley Mission

COURSE	TERM	COURSE	TERM
Biology 100	1	Geography 102.3/112.3*	2
Cree 100*	1	History 151.3*	1
Cree 101	1	History 152.3*	2
Educational Psychology 323	1	Linguistics 100*	1
Educational Psychology 324	2	Native Studies 110.6*	1 & 2
English 100*	1 or 2	Psychology 101*	1
English 110	2	Psychology 102*	2
English 110.6	1 or 2	Religious Studies 100*	1
English 253.6	1 or 2	Religious Studies 226	2
Geography 101.3/111.3*	1	Women's Studies 100*	1

* No prerequisite required

Regional University Programming

Buffalo Narrows September 3, 2002 – April 25, 2003

Students will be required to register in the pre-determined courses and attend the prescribed schedule of 30 hours per week. Part-time study is possible, applications from part-time students are encouraged.

Teacher Entrance Option

Students choosing this option could complete the 60 credits of required academic course work toward an elementary or middle years B.Ed. from the University of Saskatchewan. Courses will include the required English, Native Studies, math, science, fine art, health, kinesiology, plus electives in Cree, history or computer science.

Bachelor of Arts Option

Students choosing this option could complete a B.A. majoring in Sociology, or complete between 60 and 90 credits of course work which may be applied to other university programs. Students' programs will include courses in English, Native Studies, sociology, psychology, computer science and a choice of electives in history, geography, anthropology, women's studies and others.

Course credits can also be applied to degrees in Social Work or Pre-Law.

This calendar represents only those programs that are in an advanced state of development at the time of calendar printing. Program details may be subject to changes. Additional programming is expected as funding and delivery partnerships are established throughout the program year.

Appendix 1: Sources

Demographic Information

2001 Covered Population, Corporate Information and Technology Branch, Saskatchewan Health

Local Economic Overview - HRCC La Ronge, Labour Market Services, Saskatoon – January 2002: Social Assistance recipients

Mamawetan Churchill River Health District Health Status Report, Mamawetan Churchill River Health District, July 1, 1998, and Power point presentation 2001

Planning for Saskatchewan's Future: Population and Health Services Projections to 2015 (revised), summary Report No. 15, April 2001, Health Services Utilization and Research Commission. www.hsurc.ca/research

Population Projections for Northern Saskatchewan, powerpoint presentation. Dr. James Irving, Population Health Unit, Athabasca Health Authority. Keewatin Yathe and Mamawetan Churchill River Health Districts, October 30,2001.

Province of Saskatchewan/Northern Education Task Force Report to the Minister of Education, Saskatchewan Education, 1989

Sasktrends Monitor, Doug Elliot, December 2001: fertility rates

Statistics Canada website, 2001 Census, Population counts for Census Division 18: www12.statcan.ca

The Profile Series Saskatchewan Census 1996 data tables on CD-ROM, Statistics Canada

Industry Sectors in general

News Releases, Government of Saskatchewan Media Services on website: www.gov.sk.ca/newsrel

Northern Labour Market Committee members: minutes, reports, and information

Northlands College, Regional Program Planning Meeting Minutes 2002

Opportunity North, Northern Saskatchewan Business, Industry, Training and Employment, Volume 8 Numbers 3 to 5, Volume 9 Number 1, Aurora Communications Ltd., 2001 to 2002

The Leader Post, Regina

The Meadow Lake Progress, Meadow Lake

The Northerner, La Ronge

The Prince Albert Herald, Prince Albert

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Mining Sector

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Appendix 2: Northern Labour Market Committee

December 6, 2001

Mineral Sector Steering Committee (1991)
Maximizes northern employment opportunities and supports northern business ventures for the mineral sector. Oversees the Multi-Party Training Plan. Chaired by the mining industry

Northern Apprenticeship Committee (1993)
Increases the number of, and opportunities for, northern tradesworkers in all sectors. Chaired by industry.

Forestry Training Subcommittee (1994)
Maximizes northern and parkland belt employment and economic opportunities in the forestry sector and co-ordinates Forestry Partnership training initiatives. Chaired by Forestry Industry.

Education and Training Subcommittee (1996)
Facilitates a collaborative approach in the provision of education and training in the north. Jointly chaired by a K-12 and a Post-secondary training agency.

Gary Tinker Federation Subcommittee (1997)
Makes long-term improvements in the lives of northern disabled people through a collaborative approach in the provision of post-secondary education and employment opportunities. Chaired by Gary Tinker Federation

Career Services Subcommittee (1997)
Expands career services and develops and communicates labour market information to northern Saskatchewan. Chaired by NRIII Metis Pathways Board

Northern Health Training and Employment Sub-committee (1999) Facilitates a collaborative approach to the development and implementation of a strategy for training and employment in health professions. Chaired by Mamawetan Churchill River Health District Board

Oil Sands Subcommittee (2000)
Prepares and enables northerners to take maximum advantage of employment and economic opportunities associated with the Alberta Oil Sands. Chaired by Methy Pathways and Village of Laloche

Youth Subcommittee (2001)
Empowers youth in northern Saskatchewan with the skills and the knowledge to take maximum advantage of personal, educational and skills development opportunities. Chaired by Missinipe Youth Foundation

Administration & Operations Subcommittee (1983)
Sets the working direction and is involved in proactive and strategic planning of initiatives to ensure the NLMC attains its mission and optimizes the expertise and resources of its members. Chaired by Northern Affairs

Northern Labour Market Committee (1983)

Identifies and assesses emerging labour market and economic development issues and initiates actions which will enable northerners to benefit from activities in their region.

Three co-chairs represented by:
1) First Nations/Metis agencies alternating;
2) Industry/training institutes alternating; and
3) Provincial Government Office of Northern Affairs

Traditional Economies Subcommittee (2001)
Mandate will be established to meet the training and economic development needs of persons in traditional economic activities in northern Saskatchewan. Chairperson to be determined

Regional Training Councils
Identifies and assesses emerging labour market and training needs of the regions and gives advice to NLMC
Athabasca Economic Development & Training Corp. (1986) - Chaired by Hamlet of Stony Rapids
Clearwater Regional Training Council (1993) - Chaired by Village of LaLoche
Northeast Training Council (1997)- Chaired by Northeast Economic Development Association
Northwest Training Council (1998) -Chaired by northwest mayors

Northern Labour Market Committee: Member Agencies and Interested Parties

Apprenticeship & Trade Certif. Commission	Regina	Nortep/Norpac	La Ronge
Athabasca Economic Dev. & Training Corp.	Stony Rapids	Northcote Metis Development Corp.	Cumberland House
Athabasca Health Authority	Black Lake	Northeast Economic Development Association	Christopher Lake
Aurora Communications	Air Ronge	Northeast Municipalities Association	Creighton
Beaver River Community Futures Corporation	Buffalo Narrows	Northern Lights School Division	La Ronge
Buffalo River Dene Nation	Dillon	Northern Mines Monitoring Secretariat	La Ronge
Cameco Corporation	Saskatoon	Northern Resource Trucking	Saskatoon
Central Credo/Central Cree Ec. Dev. Corp.	Weyakwin	Northlands College	La Ronge
Claude Resources Inc.	La Ronge	Northwest Communities Wood Products	Beauval
Clearwater Training Council	La Loche	Northwest Development Council	Patuanak
C-M Consulting	Saskatoon	Peter Ballantyne Cree Nation	Prince Albert
Cogema Resources Inc.	La Ronge	Prince Albert Grand Council	Prince Albert
Creighton Credo	Creighton	Sakitawak Development Corporation	Ile A La Crosse
Creighton School Division #111	Creighton	Sask Housing Corp. Of Social Services	Prince Albert
Dumont Technical Institute	Saskatoon	Sask. Govt. Relations & Aboriginal Affairs	Regina
Gabriel Dumont Institute	Regina	Sask. Indian Institute Of Technologies	Saskatoon
Gary Tinker Federation	La Ronge	Sask. Labour Force Development Board	Regina
Green Lake Metis Wood Products	Green Lake	Saskatchewan Construction Association	Regina
Hudson Bay Mining And Smelting	Flin Flon	Saskatchewan Culture, Youth And Recreation	La Ronge
Human Resources Development Canada	Regina	Saskatchewan Environment	La Ronge
Ile A La Crosse School Division	Meota	Saskatchewan Highways And Transportation	Prince Albert
Indian And Northern Affairs Canada	Regina	Saskatchewan Indian Federated College	Prince Albert
Jim Brady Employment And Training Centre	La Ronge	Saskatchewan Industry And Resources, Metallic Minerals Branch	Regina
Keewatin Career Development Corp.	La Ronge	Saskatchewan Industry And Resources, Economic Analysis	Regina
Keewatin Yathe Health District	Buffalo Narrows	Saskatchewan Labour	Regina
Kitsaki Management Limited Partnership	La Ronge	Saskatchewan Learning	La Ronge
La Ronge Motor Hotel	La Ronge	Saskatchewan Northern Affairs	Regina
La Ronge/Air Ronge Credo	La Ronge	Saskatchewan Opportunities Corp.	La Ronge
Lac La Ronge Indian Band	La Ronge	Siast, Palliser Campus	Moose Jaw
Maier Consulting	Prince Albert	Siast, Woodland Campus	Prince Albert
Mamawetan Churchill River Health District	La Ronge	Skills Canada, Saskatchewan	Regina
Meadow Lake Tribal Council	Meadow Lake	Snake Lake Construction	La Ronge
Meetoos Forest Products	Prince Albert	Social Services	La Ronge
Methy Pathways Board Inc.	Buffalo Narrows	Social Services, Career & Employment Services	La Ronge
Metis Employment And Training Board Incorp	Beauval	Tolko Industries Ltd.	Meadow Lake
Metis Employment And Training Of Sask. Inc	Saskatoon	Tron Power Inc.	Saskatoon
Metis Nation - Saskatchewan	Saskatoon	Visions North	La Ronge
Millar Western Pulp Ltd.	Meadow Lake	Weyerhaeuser Sk. Ltd.	Prince Albert
Missinipe Youth Foundation	La Ronge	Woodland Cree Enterprises Inc.	La Ronge
Mistik Management	Meadow Lake	Woodland Cree Resources	Montreal Lake
New North - Sanc Services Inc.	Buffalo Narrows		